

MARCH 2023

BILLBOARD



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



RECREATING THE BOTHWELL CULTURE

Letter from Lori

"A good salary motivates you once a month.
But a good work culture motivates you every single day."

— Disha Shukla

I saw this quote on LinkedIn recently and it fits perfectly with this month's topic of psychological safety and its impact on organizational culture, which is defined as our values, beliefs and attitudes that influence our behaviors.

Earlier this month, I went to Chicago for the American College of Healthcare Executives (ACHE) 2023 Congress on Healthcare Leadership. I am a member of ACHE, which is the professional society for health care leaders and am also a Fellow, ACHE's credential that means someone demonstrates competency in all areas of health care management.

One of the Congress sessions I attended was **Psychological Safety: The Key that Unlocks Engagement, Innovation and Inclusion**. The presenter was Craig Deao, MHA, managing director with Huron Consulting Group.

According to Deao, psychological safety is "shared belief that the team is safe for interpersonal risk taking."

To foster psychological safety, Deao said organizations need to create a culture where people don't fear punishment

[READ MORE ON NEXT PAGE ►](#)



SEE WHAT'S INSIDE!

VOTE APRIL 4

CREATING THE

BOTHWELL EXPERIENCE

CONGRATS DAISY WINNER

STACEY NASSAR

QUARTER TWO HEALTH CHALLENGES

LET'S GET READY TO LUB DUB!

FOUNDATION SCHOLARSHIPS AVAILABLE

RECREATING THE BOTHWELL CULTURE (CONTINUED)

Letter from Lori

or embarrassment when they speak up with candor, offer ideas, ask questions or admit mistakes.

The Leadership Team did some of our own work toward recreating our culture last fall during an off-site retreat designed to focus on building partnerships and relationships, peak performance skills necessary to create a benchmark team, and team skills.

We shared fears and concerns that have festered and caused past divisions and barriers and discussed ways to get past the “old guard.” One outcome of the group’s work was that we developed and agreed upon a set of 11 team agreements (see box) to guide us in group and individual interactions. We have been revisiting these agreements each morning during the safety huddle and sometimes share examples of how we’re making them alive in our daily work.

Is it easy work to do and maintain amid the challenges of health care these days? Admittedly, no, yet it’s so important to the long-term life and vibrancy of our organization to stay committed to these guard rails we have created.

Legendary management consultant and writer Peter Drucker once said, “Culture eats strategy for breakfast.” To have any hope of accomplishing our goals, we must first have a work environment—or culture—that fosters trust and a shared purpose.

What are your thoughts? Let me know what you think our cultural strengths are (or what we need to work on) and how can we harness them to continue recreating a culture that is engaging, innovative and inclusive.

Stay well. Be well.



LEADERSHIP TEAM AGREEMENTS

Personal Commitments We Make To Each Other

1. Together, we create a safe, clean and healing environment. We are a UNITED TEAM. We present a UNITED FRONT.
2. We build trusting relationships by openly communicating throughout the organization. We include everyone impacted by the information.
3. We seek input from the team members doing the work.
4. We treat everyone with respect and dignity, embracing our unique talents and differences.
5. We say what we do and do what we say. We walk our talk.
6. We consider our mistakes and challenges to be opportunities to grow and improve. We are solution oriented.
7. We embrace objectivity and curiosity. We act to provide positive experiences and solutions for each other and patients.
8. When an issue arises, we go directly to the source and work it out together or as a team.
9. We ask for help and input, knowing we are never alone.
10. We are prompt, patient, and professional in all that we do.
11. We are open and receptive to others’ ideas and solutions.

EXERCISE YOUR RIGHT

Vote April 4 and Know Where to Go

"Democracy is based on the conviction that there are extraordinary possibilities in ordinary people."

– Harry Emerson Fosdick

On April 4, general municipal elections will be held across the state. In Pettis and Benton counties, our primary service area, there are city council and board seats to fill and a variety of city, county and school issues on the ballots.

Several Bothwell employees have stepped up to the plate of possibilities and thrown their hats in the proverbial ring to make a difference in their communities.

Chief Medical Officer **Dr. Philip Fracica** is running for a seat on the Pettis County Health Center board, and RN **Sherri Egbert**, who retired as Emergency Department unit manager last year and now works PRN in Perioperative Services, is running for the Pettis County Ambulance District board.

Laura Weisenburger, interim Perioperative Services director, is running for a spot on the Green Ridge R-8 School District board, and **Leah Mahin**, Clinic Billing customer service/first impression lead is running for a seat on the La Monte R-4 School District board.

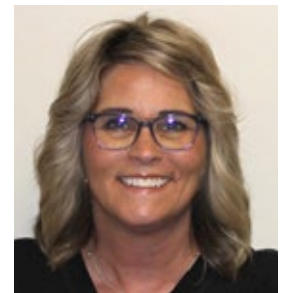
Proposition K.I.D.S. (Keep Improving District Schools) is also on the ballot in Pettis County. It deals with whether or not to make the current tax levy amount for Sedalia School District 200 permanent.

A "Yes" vote is to approve making the current temporary operating tax levy permanent. Should the issue pass, taxes will not increase. A "No" vote is against making the levy permanent, but the current levy will continue through 2027.

A strong and thriving school community is an important recruiting tool when we are talking to potential physicians, advanced practice clinicians and other staff members about joining the Bothwell team. Learn more about Proposition K.I.D.S. by visiting the school district's [informational web page](#).



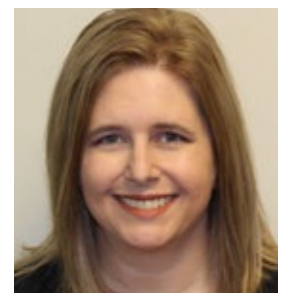
Dr. Philip Fracica



Sherri Egbert



Laura Weisenburger



Leah Mahin

VIEW THE PUBLICATION BALLOTS FOR BOTH COUNTIES:

[Pettis County](#)

[Benton County](#)

Besides being informed, it's also important to know your polling location. Pettis County has [14 polling locations](#).

If you don't know your location, use this [voter registration lookup tool](#) on the Missouri Secretary of State website.

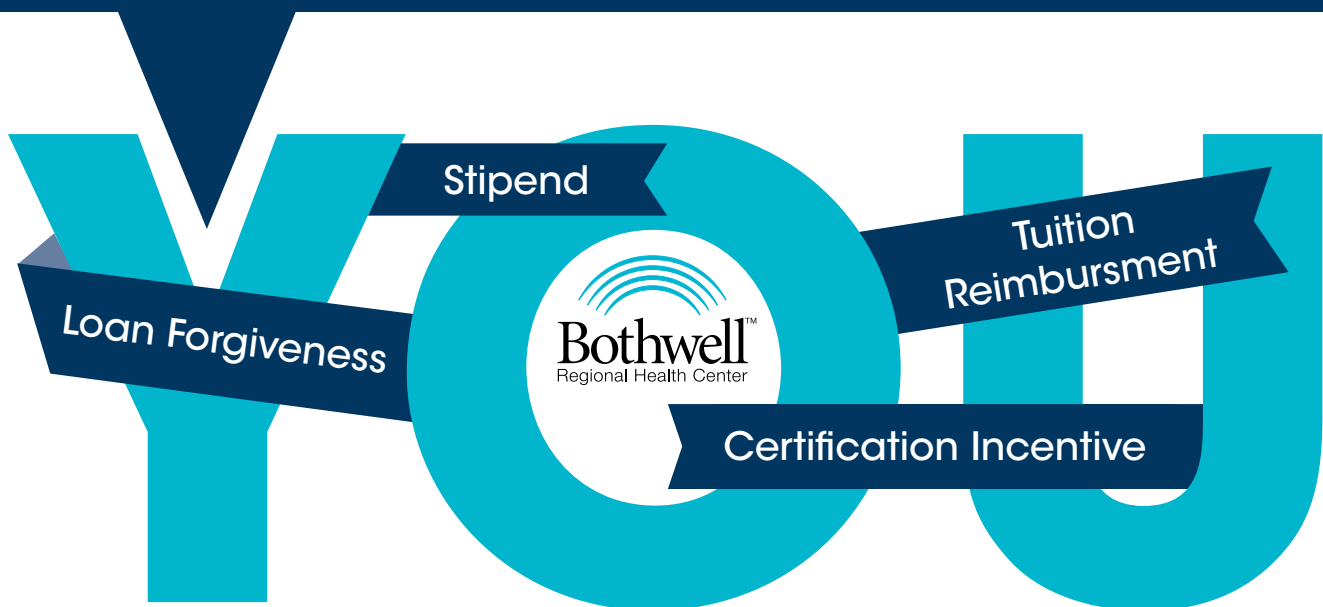
I BOTHWELL IN THE COMMUNITY

Members of the Bothwell PEAK Sport & Spine team competed in the Sedalia Lions Club St. Patrick's Day Bed Races on Saturday, March 18. They were a fine-looking green team!

On the left Mike Trammell, Martha Hagston and Sarah Grupe and on the right, Ashley Klein and Jon Starke.



KNOW YOUR EDUCATIONAL BENEFITS




Contact Human Resources to learn more!

PATIENT EXPERIENCE

Kudos and Compliments

Positive reviews, comments and messages create powerful pictures of the Bothwell experience. The following feedback was recently received either as a Google or Facebook review, Facebook public comment or direct message or from a patient satisfaction survey. Messages have been lightly edited for spelling and grammar.

"Hello! I want to give CJ in the hospital lab a big shoutout. She was absolutely wonderful drawing blood from my 2-year-old today. She was incredibly friendly and made us all feel at ease. Please forward to the proper management so they are aware. Thank you!!"

"Best doctor around, here,  Dr Shafi (Shaffiey),  you're the best around here, "

"BRHC staff on 2 Southwest were awesome! Professional, friendly and kind."

"I gave birth here and it was an absolutely amazing experience. It was my first baby and I was so nervous about everything. The nurses were phenomenal I couldn't have picked better nurses at all. Loved it all and I wouldn't have picked anywhere else. I don't understand the negative reviews but I just want other mommas to know I had a great time and I know nowhere is perfect but I promise they were pretty darn close <3"

"ER, took us in right away, saw doctor in minutes. Super job"

"5 stars are not enough to rate my experience with Sherry and the team at the Walk In Clinic! My visit was quick, and all of my needs were addressed. Sherry and Kaylee (sorry if I spelled that incorrectly) were both extremely thorough in their questions and exam! My medicine was called in quickly, and everything went smooth! Cannot recommend them enough."

Thank you for all you do to serve our patients and community each and every day. Each smile, touch, conversation and moment puts our patients at ease. Your work may sometimes feel unseen, yet to many, it is deeply appreciated.

Just want to thank Dr. Ryan Kelly Edwards and all the Anesthesia team, OR team and all the nurses and aides that I had the pleasure of interacting with as well as the outstanding food. Dr. Edwards went over and above the call of duty and my family and I can't thank him enough. The kindness and helpfulness of his staff was awesome!!

Dr. Nolla and her nurse Kirstie (I'm not sure if I spelled her name right) were fabulous and professional.

Cole Camp Clinic has amazing health care professionals. A clinic secretary, Heather, who is great at her job and has gone out of her way to get me to a nurse, etc. Dr. Todd's nurses are kind and caring. They make sure they send messages or call and also go the extra mile in making sure that if I need an immediate appointment and Dr. Todd is overbooked or unavailable that they make an appointment with an available Dr/NP/PA in another clinic. That means a lot to me.

All the nurses in the cardio pulmonary rehab unit are awesome and all of them care so much about the patients. I drive one hour each way even though there are closer facilities to me when it comes to Pulmonary Rehab I won't go anywhere else

Ambulatory surgery: Very good overall experience. Communication was excellent throughout.



KUDOS AND CONGRATS Master's Degree Earned

Job well done to Dianne Williams, RN, 2 Southwest and Pediatrics unit director, for recently completing her master's degree in Nursing!



KUDOS AND CONGRATS In Service of Others

Dr. Doug Kiburz, surgeon at Bothwell Orthopedics & Sports Medicine will receive the 2023 Bob and Sandy Russell Service Award for individuals who have donated their time, talents and resources for the betterment of the UCM Athletic Training Program.

Recognition will take place during the annual UCM Department of Nutrition, Kinesiology and Health Scholarship and Awards reception from 3–5 pm Friday, April 21 at the UCM Rec Center.

Congratulations, Dr. Kiburz!

RETIREMENTS

Thank You for Your Service!

Leonard Butler retired from Environmental Services after working almost 24 years at Bothwell. He did not want a celebration in the Café, but he did have two surprise parties, one in ES and another on his last day on 3SW. Congratulations to Leonard!

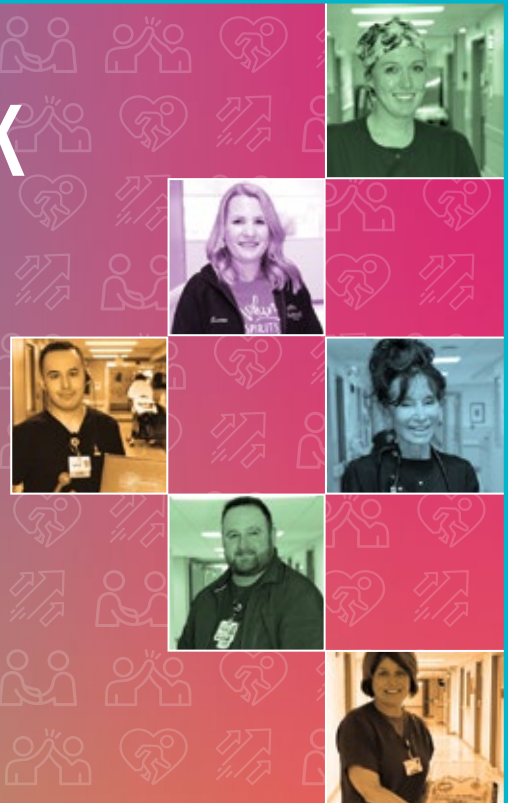
Diana Nichols, Dietetics buyer, is retiring March 31 after working 48 years and is the longest service employee in Bothwell's history. Enjoy the next chapter, Diana!



2023 NURSES WEEK

SAVE THE DATES!

**YOU
MAKE A
DIFFERENCE**



**Celebrating Bothwell's 400+
registered and licensed practical
nurses and nursing support staff!**



MAY 3—6

Appreciation Activities

MAY TBD

**Awards Ceremony announcing Nurse of the Year
and Nursing Support Person of the Year**

Nominations forms are on the Intranet under
"What's New" and accepted April 1 through May 1



GET WELL. STAY WELL. BOTHWELL.

RESIDENCY PROGRAM UPDATE

We're a Match!

In addition to St. Patrick's Day, March 17 was also Match Day for thousands of graduating medical students across the country. We're excited to share that two students have matched with us and will join the Bothwell-University of Missouri Rural Family Medicine Residency program after they graduate medical school and earn their degrees to become physicians.

ShiAnne Farris and Logan Stiens will join current resident physicians Dr. Brittany Pendergraft and Dr. Levi Harris in the program July 1 and complete the next three years of their medical training at MU Health and at Bothwell. We are thrilled to welcome them to the program as we continue to train family medicine physicians in our community!



ShiAnne Farris



Logan Stiens

RELAY FOR LIFE

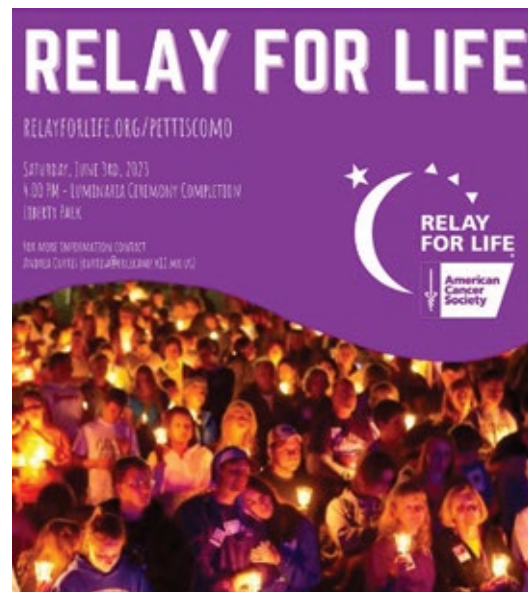
Join the Bothwell Team

Each year the hospital participates in the Relay for Life to raise funds for the American Cancer Society. This helps support cancer patients, funds research and gives access to lifesaving screenings.

Our goal this year is to build a large team and have Bothwell represented at the event. To do this we need each of you.

Please click [sign up](#) to join our team. This is a great way to show our support to our community members. It is completely free to sign up and also free to participate. As we get closer to the event in June, each month we will have a challenge.

If you have any questions please contact [Kara Sheeley](#), Oncology Services director or [Susan Lamb](#), Oncology Services Charge RN.



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. **Dates for 2023 classes are June 7 and Sept. 13.** To apply or learn more information about classes offered, call Laura Weisenburger, Nursing Education educator/recruiter, at 660.829.7758.

HUMAN RESOURCES NEWS

Stretches for Office Workers

While many are active while at work in the hospital, others are at a desk for hours a day. The lack of variation while working on the computer or at a desk for hours may cause back pain, headaches, tension and tightness in your back, neck and shoulders.

Studies show regular stretching can help reduce the pain, increase productivity and allow your eyes to rest and your entire body to feel more comfortable.

Below are 10 recommended stretches for office workers.

- **Chest Stretch:** Place arms behind you and lace your fingers together. Straighten your arms and gently lift your hands up until you feel a stretch in your chest. Hold for 10–30 seconds while exhaling and pulling your shoulders back.
- **Shoulder Shrug:** Lift shoulders up toward your ears, squeezing them as hard as you can. Hold for 1–2 seconds then roll them back down as you relax. Repeat for 8 to 10 reps then roll the shoulders forward.
- **Upper Back Stretch:** Stretch your arms straight out and rotate the hands so palms face away from each other. Cross your arms so palms are pressed together, contract your abdomen and round the back, reaching away as you relax your head. Imagine you are curving up and over an imaginary ball while holding the stretch for 10–30 seconds.
- **Spinal Twist:** Sitting with feet flat on the floor, contract your abdomen and gently rotate the torso toward the right. Use hands on the armrest or seat of the chair to deepen the stretch. Only twist as far as you comfortably can while keeping the back straight while keeping hips square. Hold for 10–30 seconds. Repeat on the left.
- **Torso Stretch:** Lace fingers together and stretch them up toward the ceiling. Take a deep breath as you stretch as high as you can, exhale and open your arms, sweeping them back down. Repeat for 8–10 reps.
- **Forearm Stretch:** Stretch right arm out and turn the hand down so fingers point toward the floor. Use the left hand to gently pull the fingers toward you, feeling a stretch in the forearm. Hold for 10–30 seconds and repeat on the other hand.
- **Neck Stretch:** While sitting, reach down and grab the side of the chair with the right hand and gently pull while tilting your head to the left, feeling a stretch down the right side of the neck and shoulder. Hold for 10 to 30 seconds and repeat on the other side.
- **Hip Flexor Stretch:** While standing, take the right leg back a few feet. Bend the back knee and lower both knees until you feel a stretch in the front of the hip. Squeeze the glutes of the back leg to deepen the stretch. Hold for 10–30 seconds and repeat on the other side.
- **Seated Hip Stretch:** While seated, cross the right ankle over the left knee and sit up nice and tall. Gently lean forward, keeping the back straight and reaching out with the torso until you feel a stretch in the right glute and hip. You may also press down on the right knee to deepen the stretch. Hold for 10–30 seconds and repeat on the other side.
- **Inner Thigh Stretch:** While seated, put your legs wide, toes out and lean forward with elbows on thighs. Keep your back straight and abdomen contracted. Gently press forward while using the elbows to push the thighs out until you feel a stretch in the inner thighs. Hold for 10–30 seconds, repeat as many times as you like.

For more information on these stretches, visit [verywellfit.com/best-stretches-for-office-workers-1231153](https://www.verywellfit.com/best-stretches-for-office-workers-1231153)

DEPARTMENT SPOTLIGHT

Women's Health and Newborn Care

Let's get to know each other better! Department Spotlight highlights a department each month, what they do and who they support. Next up is Women's Health and Newborn Care led by Director Hollie Dubroc.



Women's Health and Newborn Care, front row, from left to right, Sara Mclemore, Tina Prophet, Jamie Doolittle and Bailey Johnson; back row, from left to right, Stacey Nassar, Alex Schlobohm, Dr. Alyssa Emery, Christy Rodriguez and Jen Hutcheson.

Not pictured: Unit Director Hollie Dubroc, Jamie Barklage, Kendra Baumgartner, Patty Bock, Jennifer Bottcher, Sarah Cordes, Ruth Ann Cramer, Judy Davis, Cassie Deitt, Helen Fisher, Janice Johnson, Connie Kuggler, Gia Kuhns, Cori Laxson, Abigail Murray, Christina Oelrichs, Michelle Potts, Donna Ramey, McKayla Ray, Saudi Robbins, Sonjia Sapp, Alicia Staus, Kirstin Stone, Anya Turchin, Tammy Walker, Christi Wilckens, Tina Wheeler, Heidi Westermier and Jennifer Zolecki.

What does this department do?

Our department consists of three units, Women's Health and Newborn Care, Labor and Delivery and Neonatal Intensive Care Unit (NICU). In a single shift, members of our team could work in all three units, providing a unique range of care in each unit.

Women's Health and Newborn Care

Women's Health and Newborn Care is home to a few different spaces that offer a better overall experience for both the newborn and maternal patients. Couplet Care rooms offer rooming to new parents and newborns together in one room. One nurse will typically care for both patients simultaneously unless complex care needs arise. Additional patient care rooms are offered for postoperative gynecological patients, readmitted newborns, parents of newborns that have been admitted into the NICU long-term, department overflow or antepartum (high-risk pregnancy) patients. Our treatment rooms are mainly utilized to perform mandatory neonatal testing and procedures.

Labor and Delivery

Each patient presents with their own unique and independent treatment plans. Staff may assist with non-pharmacological pain management techniques from breathing, coaching and positioning or provide guidance and assistance with pharmacological pain management through epidural administration and IV pain medicine. Labors can include more invasive monitoring through internal uterine and fetal heart applications or medication drips utilized to initiate, stop or control pregnancy complications.

During a delivery, two nurses will attend with one for the maternal patient and one for the neonatal patients.

Staff also perform scheduled and non-scheduled procedures, urgent/STAT C-sections and fetal monitoring on inpatient floors, in surgery, PACU and the ED.

Neonatal ICU (NICU)

Our NICU is a Level II center, caring for newborns from 35 weeks and greater. NICU newborns may suffer from sepsis, jaundice, failure to thrive, thermoregulation, glucose instability and respiratory issues. When a neonate cannot wait for delivery at a tertiary center, we will perform the delivery, then prepare them for ground or air transfer immediately following.

How would you describe your team?

Our team is amazing. Without the exceptional teamwork of all of our staff, we could not do it. Members of our team work together to provide exceptional care by developing employees with skill sets that cross-train them to care for patients across all three units. Cross-training has greatly benefitted the department in that it has allowed our team additional assistance across the board.

What other departments does this department support?

With the dynamic mix that each unit in the department brings we support a range of multidisciplinary services at Bothwell.

- **Emergency Department:** Work alongside ED staff with pregnant patients greater than 20 weeks experiencing pregnancy complications
- **Radiology:** Screening for patients
- **Dietary:** Celebratory dinner and room service to our delivered families
- **Social Workers:** Coordinate resources, discuss risks, handle adoptions and foster placements and many other unique situations.
- **Clinical Systems:** Labor and Delivery staff reach out to GE technical assistance phone lines and attempt to correct issues.
- **Medical Records:** Manage record requests

What is one thing other people at Bothwell may not know about this department?

Though the goal is always to deliver healthy babies, that is not always the case. In our department, we support all levels of care for both maternal and neonatal patients to either manage care or stabilize them for transfer to a different care facility.

What is a recent accomplishment in the department you are proud of?

Most recently, we had a newborn experiencing serious cardiac complications on the day of discharge. The nurse completing the physical assessment prior to discharge caught a few subtle signs, ultimately resulting in the newborn being transferred to another hospital to receive a lifesaving cardiac surgery. On top of that, our primary C-section rate is below the national and state averages of which we are certainly proud.

What do members in this department like to do for fun?

Our team members enjoy a wide variety of activities outside of work including reading, cooking/baking, playing games with family and friends and even singing karaoke! We also enjoy the outdoors and will often play football, go fishing and spend time in our gardens.

Anything else you would like to share about your department?

We are one big family and we love like one, too. Our loyalty and dedication to one another is evident in the way we go about our responsibilities. This department always leaves room for one to grow and is not a place of stagnancy. The environment is certainly unique and will equip you with many opportunities to learn new skills.

DIRECTORS:

Interested in having your department featured in this spot? Send an email to Dana Kelchner in Marketing and Communications at dkelchner@brhc.org for details.

MARCH EMPLOYEE OF THE MONTH

Debbie Williams

In a high-intensity department like the Emergency Department, everyone needs a positive light to help them through their day.

Debbie Williams, an Emergency Care Technician in the ED, is our March Employee of the Month. Williams' ability to remain even and calm during an extra stressful shift was what led Chaplain Rob Ayers to nominate her.

"Debbie is an asset to her team," Ayers said. "I had the opportunity to observe the ED team on the evening of Jan. 19. It was stressful and chaotic in the ED as there were many incoming and outgoing ambulance teams as well as a full waiting room. Debbie was the rock of the team with her calm, professional demeanor."

Ayers shared that Williams was sure to be an encouragement for every patient and family that passed her that evening.

"She gave instructions and encouragement to staff, made sure physicians were well-briefed and navigated the room to maintain order in the midst of chaos," Ayers said. "She was the 'cog in the wheel' that night, and certainly deserves recognition for all she does."

Congratulations, Debbie, on being named March Employee of the Month!



NEW EMPLOYEES

February

Gaylene Bledsoe
Respiratory Therapy

Dr. Jonathan Brown
Bothwell ENT

Abbie Buckner
Emergency Department

Brandy Bullard
*Post Anesthesia
Care Unit*

Katlyn Burnett
Dietary Services

Alexis Curtis
Dietary Services

Shannon Dawson
Centralized Scheduling

Mikayla Doll
2 Southwest

Hailey Dunnivant
Emergency Department

Lennie Gray
Human Resources

Esmeralda Hernandez
Centralized Scheduling

Heather Hudanich
Same Day Surgery

Tammy Johnson
Dietary Services

Emily Lesmesiter
Surgery

Chelsie Luckie
Pathology

Charlene Meadows
Dietary Services

Bridget Meyer
*Patient Financial
Services*

Sheri Meyer
Emergency Department

Irina Muromtseva
Critical Care Unit

Hank Salmons
Housekeeping

Danielle Terwilliger
Linen

Jill Weller
Pharmacy

DAISY AWARD WINNER Congratulations, Stacey Nassar

Bothwell Regional Health Center recently presented its latest DAISY Award for Extraordinary Nurses to Stacey Nassar.

The DAISY Award is for patients and their families to nominate nurses who give outstanding, compassionate and skillful care. Nassar, a Registered Nurse (RN) since 2017 in Women's Health and Newborn Care was nominated by Brittany Rieves.

"I recently had my baby at Bothwell and Stacey was my main nurse," Rieves said. "Not only was she caring and compassionate, but she also really helped me stay calm when my newborn had to be transferred to the NICU at MU in Columbia. Stacey's calm reassurances made all the difference to me."

Nassar said she understood exactly how Brittany Rieves was feeling that day. She has five boys of her own, three of which spent the first week of their lives in the NICU. After that, she returned to school to become a nurse so she could give new mothers the caring experience she had.

"I was placed in Brittney and Ashlyn's life at a time that I could truly help out because I had been the mom whose baby had to be transferred," Nassar said. "I knew her pain and fear, but this time I also knew the medical care that was needed and was able to help explain things and to be a shoulder to cry on."

Megan Elwood, Bothwell Nursing Education RN, presented Nassar with a certificate commending her for being an "Extraordinary Nurse." She also received a box of cinnamon rolls, a daisy bouquet, a DAISY Award pin and a sculpture called "A Healer's Touch," hand-carved by artists of the Shona Tribe in Africa. A DAISY Award banner recognizing her will hang in the unit and Nassar's name will appear on the DAISY Foundation website.

"Stacey is well deserving of this award and recognition," Elwood said. "She has an uncanny ability to not only form trusting relationships with parents but also with the infants. I know this personally because Stacey was one of my nurses when I had my youngest child."



From left, Brittany Rieves, holding her daughter Ashlyn, and Stacey Nassar, Women's Health and Newborn Care RN. Rieves nominated Nassar for the DAISY Award for taking special care of her when Ashlyn had to be transferred to MU Health after her birth last November.

Nassar was shocked to be recognized for her service and was thrilled to see Brittany and Ashlyn again.

"As a nurse in labor and delivery, I have the privilege of being present at the birth of a family and in most cases, I'm part of the background in the process, offering care and support as needed," Nassar said. "I was speechless knowing that my knowledge helped her. That makes it all worth it."

While it's not common for nominators to attend DAISY Award presentation ceremonies, Rieves couldn't miss it.

"When I was panicking about being away from my baby, Stacey was right there to encourage me," she said. "I don't think I could have handled my hospital stay without her. She truly made a difference."

DAISY AWARD WINNER (CONTINUED)

Congratulations, Stacey Nassar

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, Sarah Fredrickson, Sherri Egbert, Leslie Shapley and Seth Stotts are previous recipients.

To learn more or to submit a nomination, visit brhc.org/daisy.



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Legal Guidance



Financial Resources



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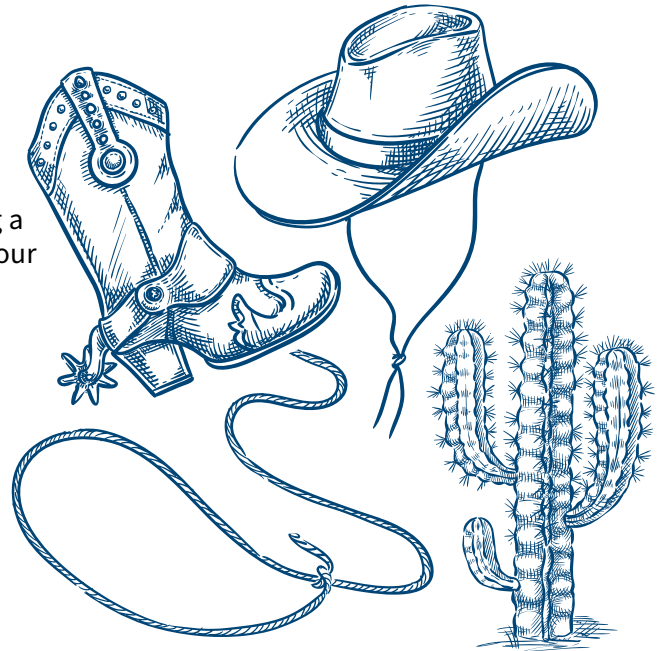
BEST DARN STAFF EVER

Hospital Week is May 7-13

The Employee Engagement committee is hard at work planning a schedule of western-themed activities and events to celebrate our hospital, clinics and employees.

- **Monday, May 8:** Hats off to You!
- **Tuesday, May 9:** Happy Trails
- **Wednesday, May 10:** We're Wild About You
- **Thursday, May 11:** Wet Your Whistle
- **Friday, May 12:** Gratitude Stampede

Mark your calendars and stay tuned for additions and details!

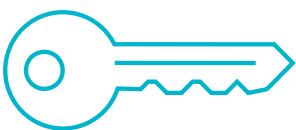


BOTHWELL TRADE & ENGAGE FACEBOOK GROUP

Check Out Items for Sale and Engage with Coworkers

This Facebook group is specifically for Bothwell Regional Health Center employees to have a place where they can post items for sale or seek items or services wanted.

Not only is the group a great avenue to find deals for new and used items amongst Bothwell employees, but share department news and photos. Please limit announcements to Bothwell-specific events.



KEY AWARDS

Sherry Elliott
Megan Taber
Lindsay Willis
Lindsey Snurr

Sarah Anderson
Kassidy Abney
Victoria Monath
Katie Touchstone

Brittany Freeman
Cassieann Schmieg
Kylie Musgrave
Angie Longan

Jessie Corbin
Paul Gammill

PATIENT SAFE HANDLING INITIATIVE

The Importance of Gait Belts

Gait belts are more than just an ambulation tool used by therapy services; they are an inexpensive and effective tool for patient and nurse safety. They are an important element in a patient safe handling program in prevention of falls and falls with injuries.

Even if the patient passes the mobility test a patient can have their knees buckle, become dizzy, have a syncopal event or lose their balance while turning. A weakened patient is at risk for falling while walking, transferring from bed to chair, transferring to a commode or from sitting to standing positions.

As best care practices, gait belts should be utilized with all patients at risk for falls in the facility prior to the initiation of a transfer because you never know when the above scenarios are going to happen. The gait belt may not prevent the fall, but you can help prevent an injury by holding the belt and guiding the patient to the floor or slowing the descent.

Gait belts should be placed in every patient room for easy access by staff and to reinforce their use. We have four sizes available for patients to ensure the correct size is obtained. Patients and family should be included in and educated on the use of gait belts as part of the Fall TIPS program. They should be informed that the gait belt will be sent home with the patient to help them in their home environment.

Important items to remember:

- Review the Gait Belt Use and Safety Guide often to stay current to ensure you are using the device appropriately.
- Ask questions during your yearly education and training.
- Post and keep a guide handy at the nurse's station to help new staff and nursing students succeed in patient safe handling techniques.

The full handout is located on the intraweb under the yellow fall prevention tab. It is everyone's responsibility to keep everyone accountable for patient safe handling techniques.

GAIT BELT USE AND SAFETY

- 1 Position belt around patients waist and as low as hips as possible. Teeth of belt buckle should face out and be in toward patients navel.
- 2 Pull long strap of belt through and out of teeth of belt buckle.
- 3 Pull tight, ensuring belt is on clothing, **NOT** on bare skin.
- 4 Bring strap across buckle and place in other large buckle opening.
- 5 Pull tight and tighten as needed until able to place at least a hand between patient and belt.
- 6 Depending on patients size and shape, belt may need to be placed under stomach or farther onto hips.
- 7 Fold leftover strap back onto belt. **DO NOT PLACE BACK IN BUCKLE.**
- 8 Hold belt from behind, forearm up, close to patient. Stand on patient's weaker side if possible.
- 9 If belt slides up as you lift, stop transfer and re-place belt and tighten. You may need to place under pannus or buttocks (avoid placing under breasts or armpits if possible).
- 10 Once patient is standing, re-adjust belt tightness and location if needed.



REMEMBER

- Gait belts should be used on patients with Fall Precautions.
- Use your professional judgment on belt placement. Do not place over incisions, drains, tubes, hematomas or broken ribs, etc.
- Belt is to be used as fall precaution aid. If patient requires significant lifting assist, strongly consider use of lift.
- A gait belt can be worn even if patient does not require assist, only supervision. This provides a "handle," making you prepared if patient requires unplanned assistance.

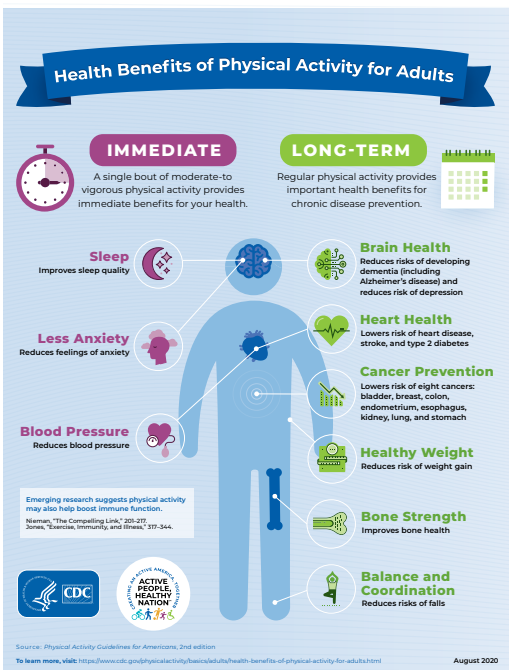


GET WELL. STAY WELL. BOTHWELL.

BOTHWELLNESS QUARTERLY HEALTH CHALLENGES



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



Regular physical activity is one of the most important things you can do for your health. This quarter make a commitment to learn about the benefits of an active lifestyle and get moving!

Participants will be entered into a drawing for prizes at the end of each quarter.

- Participate in the Lub Dub 5K/10K Walk/Run and 10-Week Challenge; learn more at brhc.org/lubdub
- Play or try a new sport
- Get outside with your family, friends or pets and have fun
- Read more about the [Benefits of Physical Activity](#)

Note: Due to the valuable features offered in the new health insurance plan, completing activities no longer count toward reduced premiums.

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

1. Send an email to 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.

OUTDOOR ACTIVITY OPPORTUNITY

Arbor Day Forest Walks

Check out this chance to get outside, enjoy nature and be active for this quarter's wellness challenge. The Sedalia Tree Board is sponsoring three guided forest walks by certified forest and nature guide Jess Thenhaus of St. Louis. The walks will be at **2 pm Friday, April 7 and at 9 and 11 am Saturday, April 8 at Bothwell Lodge State Historic Site along the Radiant Trail**, which starts near the playground. Each walk is 45 minutes and is free but registration is recommended by calling the City of Sedalia at 660.851.7600.

Thenhaus is a member of the Urban Forest Therapy and the Association of Nature and Forest Therapy and is a certified holistic health and wellness counselor. She was asked to provide the nature walks by Tree Board member Dr. Doug Kiburz with Bothwell Orthopedics & Sports Medicine. The guided walks are sponsored by Missouri Music Festivals, LLC, along with the Sedalia Tree Board as part of this year's Arbor Day celebration.

BOTHWELL{NESS} T-SHIRT UPDATES

Shirts Expected First Week of April

More than 250 of you ordered the new Bothwell{ness} T-shirts, thank you! The shirts, along with some extras, should arrive around April 4. If you missed the order deadline and still want to put your name down for a shirt, please email bothwellness@brhc.org.



TOP 5

REASONS TO USE YOUR
BOTHWELL
EMPLOYEE PHARMACY!

- 1 SAVE MONEY
- 2 SCRIPT TRANSFER IS EASY
- 3 CONVENIENCE
- 4 IT'S FOR ALL EMPLOYEES
- 5 MORE THAN SCRIPTS

Want to learn more?

Call Pharmacist Jessica Moon at 660.827.9495 or stop by the pharmacy on the hospital's ground floor.

Hours are 7:30 am–4 pm Monday–Friday; closed for lunch 11–11:30 am

BLAKE WAGNER FOUNDATION DONATION

CuddleCot Used For Pregnancy Loss

The Blake Wagner Foundation recently donated a CuddleCot cooling pad and Moses basket to Women's Health and Newborn Care. The portable device provides families who have experienced pregnancy loss the opportunity to spend additional time with their baby.

Pregnancy loss includes miscarriage, which is the loss of a baby before the 20th week of pregnancy, and stillbirth, which is the death or loss of a baby occurring between 20 and 40 weeks of completed pregnancy or during delivery. Last year, 66 patients at Bothwell experienced pregnancy loss. The CuddleCot is used to cool the baby with a soft flexible cooling pad and attached cooling unit. The device allows parents and family members to be present with their baby and have more time to process their grief, bond and form memories as a family.

The Blake Wagner Foundation was started in 2011 by Crystal Wagner after her infant son was stillborn following a normal, full-term pregnancy. The foundation's goal is to supply Missouri hospitals with CuddleCots to give grieving parents of stillborn babies the gift of time. Each CuddleCot placement costs about \$3,000. The cost of Bothwell's CuddleCot was donated by Keith and Angie Hayes, Janice Wieberg, Parker Hayes and Danielle Beltz, the family of Victoria Susan Lucille Hayes, who was stillborn in 1994.



From left to right, Crystal Wagner, Blake Wagner Foundation founder; Parker Hayes and Angie Hayes; Michele Laas, Bothwell chief nursing officer; Keith Hayes; Lori Wightman, Bothwell CEO; Hollie Dubroc, Bothwell Women's Health and Newborn Care director; Lauren Thiel-Payne, Bothwell Foundation executive director; Danielle Beltz and Janice Wieberg.

MEMORIALS AND DONATIONS

In memory of David Braverman

Bothwell Medical Staff

Lisa Theisen

In memory of Jack Blackwell and Janice Williams

Bothwell Auxiliary

In memory of Julie Fracica

Bothwell Medical Staff

Lisa Theisen

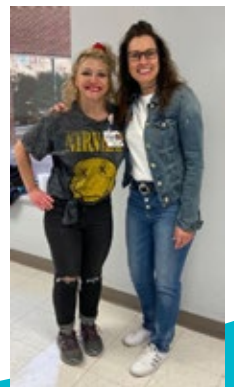
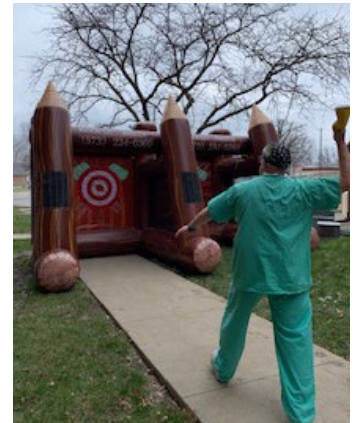
In memory of Aaron Hunton

Grace Linn

FOUNDATION NEWS SPIRIT WEEK

The Most Epic Week Ever was an epic success for the Employee Giving committee's first spirit week. Kudos to everyone on the committee for their dedication and hard work, and thank you to everyone who participated in the fun and pledged their support to the foundation.

Check out these photos from the week and if you haven't turned in your pledge card, you have until April 3. There's still a chance to win a great prize for departments or clinics that have 100% participation!



FOUNDATION NEWS SPIRIT WEEK



What is the EPIC Club?

The EPIC Club is the employee giving arm of the Bothwell Foundation and recognizes Bothwell Regional Health Center employees who give a minimum annual gift of \$26 or more.

FOUNDATION NEWS Department and Clinic Challenge

Departments that turn in 100% of their pledge cards (this includes pledge cards to become a member of the EPIC Club AND those who wish not to participate in the EPIC Club at this time) will be entered for a drawing.

All departments with 100% of their pledge cards turned in will receive a shoutout in the April Billboard and will have a chance to win Sonic Happy Hour drinks for their whole department/clinic! Three departments/clinics will be drawn.

As of March 30, 46% of all pledge cards have been returned, and 33% are now members of the Bothwell Foundation EPIC Club!

In order to qualify for the challenge, please make sure you turn in your pledge cards by noon on Monday, April 3.

Pledge cards can be turned in to the Foundation office, mailbox or slot outside the mailroom.

Winners will be announced Tuesday, April 4

LET'S GET READY TO LUB DUB!

Lub Dub 2023 is April 29

In partnership with Sedalia Parks & Recreation, several challenge activities have been planned to help you get ready for the Lub Dub.

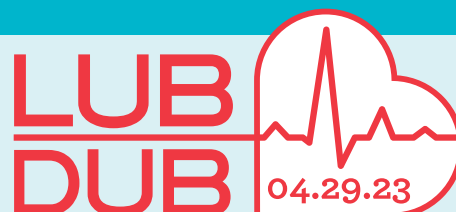
Challenges are free and open to anyone interested in being more active and learning how fitness improves your heart and your overall health. At the end, you'll be ready to rock the road in the Lub Dub 5K/10K Walk/Run!

Join these remaining weekly activities and be entered for a chance to win a fun prize!

WEEK	DATES	ACTIVITY
WEEK 6	April 2 – 8	Virtual Activity – 30 Minutes of Daily Movement <i>Share a photo of your activities on the Bothwell Foundation Facebook page for a chance to win a Stanley 40 oz. Quencher!</i>
WEEK 7	April 12, 6 pm	Grocery Store Tour at Walmart
WEEK 8	April 20, 6:30 – 7:30 pm	Heart Health Seminar at Bothwell Education Center
WEEK 9	April 27, 5:30–6:30 pm	Family Fun Night, Park TBD
WEEK 10	April 29, 8 am	Lub Dub 5K/10K Walk/Run



REGISTRATION NOW OPEN



5K/10K WALK/RUN
BOTHWELL FOUNDATION

**REGISTER BY APRIL 12
TO BE GUARANTEED
A LUB DUB T-SHIRT!**

Visit brhc.org/lubdub for details

Presenting Sponsor:



All proceeds benefit the Camye Callis Gaspard Memorial Heart Fund

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. Click the link below to pick your job and time slot.

[Yes, I want to volunteer at this year's Lub Dub!](#)

MAKING SURE THE BEAT GOES ON

Learn to Be Heart Smart

**FREE
Event**

**FREE
Refreshments**



Join us at this educational seminar to learn the difference between cardiac arrest and a heart attack, how to eat and exercise your way to a healthy heart, and hear from a heart attack survivor.

Presenters

Dr. Henry Marquez

Board-certified Cardiologist at Missouri Heart Center-Sedalia

Angela Kammeyer

Dietitian and Diabetes Educator
Bothwell Regional Health Center

Kathy Woolery

Cardiac Rehab Nurse and Diabetes Educator
Bothwell Regional Health Center

Rick Schlesselman

Lub Dub Race Director
Heart Attack Survivor



Henry Marquez, MD, FACC



Angela Kammeyer, RDN, CDCES



Kathy Woolery, RN, CDCES



Rick Schlesselman

Thursday, April 20, 6:30-7:30 pm

Bothwell Education Center Auditorium

600 E. 14th Street, Sedalia

Complimentary Refreshments Provided



Seating is limited, please RSVP by April 15 to LThiel@brhc.org or 660.829.7786. Scan the QR code to learn more.

This event is sponsored by the Bothwell Foundation's Community Relations Committee.



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

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

FOR DETAILS AND
APPLICATIONS



ALL APPLICATIONS
DUE APRIL 28, 2023

Questions? Contact Lauren Thiel-Payne, Bothwell Foundation executive director, at lthiel@brhc.org or 660.829.7786.



GET WELL. STAY WELL. BOTHWELL.

APRIL 20
9 AM–5 PM
BOTHWELL CAFÉ



APRIL

BIRTHDAYS



Brad Nicholson..... 1	Teresa Wright..... 10	Leslie Shapley..... 21
Julie Mateja 1	Cora Perry 10	Lennie Gray..... 21
Kim Perez..... 1	Liz Ambrose 11	Travis Glenn 22
Dr. David Oberkrom..... 1	Nicole Boeschen..... 11	Kelly Burnett..... 22
Casey Brown 1	Skye Tuttle 11	Brandy Chamberlin 22
Dennis Gerken 1	Aryn Lorenz..... 11	Hannah McLaughlin 23
Leah Bargfrede 2	Amanda Gates 12	Andrew Driskell 23
Mackenzie Walker..... 2	Brandon Cornine 12	Elena Langford 23
Seth Stotts 2	Chad Hoagland..... 12	Aaron DeVorss 23
Kevin Kares..... 2	Jordan Prothero 12	Whitney Clawson..... 24
Heather Walker..... 2	Alona Reid..... 12	Becky Leiter 25
Davide D'arpino Fusar Poli..... 2	Diana O'Connor..... 13	Eric Fredrickson..... 25
Linda Long..... 3	Lynne Reed 13	Becky Balch 26
Tina Johns 3	Dr. Engles Engles 13	Whitney Stevens..... 26
Keith Morrow 3	Lucinda Manolias 14	Janna Crowder 26
Galina Kot 3	Sarah Anderson 15	Lesley Jackson 27
Leisha Nakagawa..... 3	Hank Salmons 15	Brianna Murray..... 27
April Ream 4	Jessica Sullins 16	Victorie Hoover..... 28
Tia Demand 4	Kimberly Murphy..... 17	Gina Staus..... 28
Kaslyn Gail 4	Ronda McMullin..... 17	Kaela Reeves..... 28
Maddy Kindle..... 5	Candace Kadtkke 17	Carla Humphreys..... 29
Katie Musgrave 5	Shari Riley..... 18	Keri Talbott 29
Eric Walton..... 6	Bev Crawford 19	Sharon Francis..... 29
Lawrie Knox 6	Bailey McGinnis 19	Abby Murray..... 29
Emily Hatcher 6	Sandy Stephens..... 19	Gracie Thompson 29
Jessica Braun..... 7	Bethany Alford..... 19	Tammara Sedlock 29
Peggy Rawdon..... 8	Terrance Cline..... 20	Allison Hughes..... 30
Rebecca Dowell 9	Joleen Leonard..... 20	
Paige Johnson 9	Rachael Free 20	
Megan Taber 10	Rob Robertson..... 20	