

NOVEMBER 2022

# BILLBOARD



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



## VIOLENCE ISN'T JUST "PART OF THE JOB"

### A Letter from Lori

We've all seen the news.

In the last six months, three deadly shootings have taken place at U.S. hospital campuses. Two doctors, a receptionist and a patient were killed in a shooting that happened in June at a medical building on the campus of the Saint Francis Health System in Tulsa, Oklahoma. Authorities said the suspect was upset because of postoperative pain.

In Arkansas, a suspect shot and killed a man visiting a patient at a hospital just outside Little Rock in September. Authorities said the victim was the patient's fiancée, according to the Arkansas Democrat-Gazette. And in late October, two health care workers were killed in the Methodist Dallas Medical Center maternity ward.

It's a sad reality and no secret that violence in our country has been happening for many years; however, violence in hospitals and against health care workers is particularly on the rise.

According to the Centers for Medicare and Medicaid Services, an April 2020 Bureau of Labor Statistics Fact Sheet found that health care workers accounted for 73 percent of all nonfatal workplace injuries and illnesses due to violence in 2018. This number has been steadily growing since tracking of these specific events began in 2011.

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## SEE WHAT'S INSIDE!

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FIRST COMMUNITY  
FITNESS NIGHT DEC. 29

BOTHWELL CARES  
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ENGAGEMENT OPPORTUNITIES

FINISH STRONG: Q4 HEALTH CHALLENGE

## VIOLENCE ISN'T JUST "PART OF THE JOB" (CONTINUED)

### A Letter from Lori

Workers in emergency departments are especially at risk due in part to mental health issues, drug abuse and a rise in ED cases. ED visits rose from 94.7 million in 1995 to 142.6 million in 2016, the American Hospital Association reports, and nearly half of U.S. hospital-associated medical care is delivered by emergency departments. We have seen the same sort of rising cases in our own ED. Over the Thanksgiving holiday weekend, our ED had more than 80 patients **each day**.

From a 2018 survey by the American College of Emergency Physicians (ACEP) and the Emergency Nurses Association (ENA), roughly 70% of emergency nurses said they've been hit and kicked on the job and 47% of emergency physicians said they've been assaulted, and nearly 70% of physicians said that emergency department violence is increasing.

According to a new ACEP survey released in September, results have sharply increased since the similar 2018 poll was conducted. Overall, 85% of emergency doctors who participated in the survey said there has been at least some increase in violence in the past five years. Over half (55%) said they were physically assaulted, up from 47% in 2018. Nearly 8 in 10 (79%) said they witnessed an assault.

At Bothwell, over 14,000 calls were made to the Security team in 2021. Among those calls? More than 100 combative patients, 42 employees assaulted and physical force used 29 times. Law enforcement was called for assistance an average of two times per month.

### FINDING SOLUTIONS

We can no longer ignore the increasing levels of hostility we are experiencing and shrug off physical and verbal abuse as simply being part of the job. A concerted effort is underway to bring violent encounters to light and provide resources to combat this alarming trend.

**Establish clear policies.** We have a zero-tolerance environment for violence and verbal threats. Posters have been placed in the ED communicating to patients and visitors there's "no excuse for abuse" and explaining that repercussions could mean removal from the property and/or prosecution. Employees are also encouraged to file a report with law enforcement when an incident occurs.



**NO EXCUSE  
FOR ABUSE**

Please treat our staff with the same respect you would expect to receive.

Physical violence and racial, sexual and verbal abuse of our team members will not be tolerated and may lead to removal from the premises and/or prosecution.

**Bothwell™**  
Regional Health Center

**We are here to help. not be harmed.**

## VIOLENCE ISN'T JUST "PART OF THE JOB" (CONTINUED)

### A Letter from Lori

#### Offer training (particularly de-escalation training).

Just this week, Shannon Jeffries, Security officer, has been providing active shooter awareness sessions following my quarterly updates. Shannon's facts and advice are sobering yet so important to each of us to know, learn and remember. It's not a matter of if it will happen to us, but when. A Code Silver poster has also been created and distributed. The infographic details the "out principles" of what to do in the event of an armed intruder at the hospital or a clinic. The Emergency Preparedness team is also working on table-top and live exercises to help us put these principles to practical use.

**Increase security.** In direct response to rising cases of violence, the Bothwell Security team has grown from four employees in 2018 to 12 full-time employees in 2022, including the addition of an officer at Bothwell Healing Arts Center. The team operates 365 days a year and 24 hours a day. Even with increased security, it's not enough.

Two of the Bothwell Foundation's new committees are raising funds to purchase a K9 officer to add to the Security team. The highly trained dog will be an expert in aggression control and bomb detection to provide an increased sense of safety for patients, visitors and employees and help stop a violent situation before it even starts. The project is estimated to cost \$52,000 and \$9,000 has already been raised. If you'd like to donate to the project, visit [brhc.org/donate](http://brhc.org/donate) or call Lauren in the foundation office at 660.829.7786.

Senior leadership, the Board of Trustees and the Foundation Board of Directors are all committed to being "Safe at Bothwell," which includes bullying, disrespectful behavior, cyber attacks and of course, violence against our employees. None of these threats are necessarily new yet the volume has been turned up to the point that we must keep the conversation at the forefront.

As always, my door is open to hear your concerns and ideas.









**Stay well. Be well.**



# CODE SILVER

## ARMED VIOLENT INTRUDER ALERT

### WHAT TO DO - OUT PRINCIPLES

	<b>FIGURE OUT</b>	<ul style="list-style-type: none"> <li>What is happening</li> <li>Where is it happening (near – immediate work area or far – another floor of the building)</li> <li>Determine safest response to apparent circumstances (evacuate "GET OUT" or shelter in place "KEEP OUT, HIDE OUT")</li> </ul>
	<b>GET OUT</b>	<ul style="list-style-type: none"> <li>If intruder is close to you, make every attempt to leave the area and get to safety</li> <li>Have a pre-planned escape route with a minimum of two ways to exit from work area (mentally map out exit strategy)</li> <li>Consider leaving immediate and/or potential threat area.</li> <li>Coordinate exit / safety strategies with coworkers</li> <li>Leave your belongings behind</li> <li>Help others if possible</li> </ul>
	<b>CALL OUT</b>	<ul style="list-style-type: none"> <li>Alert others in immediate area that an intruder exists</li> <li>Call for help from a position of safety if possible</li> <li>Dial emergency response number to alert Security and/or police of intruder's location</li> <li>If you cannot speak leave the phone line open and allow dispatcher to listen</li> </ul>
	<b>SPREAD OUT</b>	<ul style="list-style-type: none"> <li>Avoid gathering in groups</li> <li>Don't crowd exits or doorways</li> </ul>
	<b>KEEP OUT</b>	<ul style="list-style-type: none"> <li>Lock or secure any door that may create a barrier between you and intruder</li> <li>Block doors or access points with heavy furniture</li> <li>Attempt to establish multiple layers of obstacles between you and intruder</li> </ul>
	<b>HIDE OUT</b>	<ul style="list-style-type: none"> <li>If evacuation is not possible, find a place to hide where intruder is less likely to find you</li> <li>Try to stay out of intruder's view, try not to trap yourself or restrict options for movement</li> <li>Remain quiet and silence your cell phone</li> </ul>
	<b>TAKE OUT</b>	<ul style="list-style-type: none"> <li>This is a personal choice, USE AS LAST RESORT</li> <li>If your life or someone else's is in imminent danger or threat consider taking action against the intruder</li> </ul>
	<b>HELP OUT</b>	<ul style="list-style-type: none"> <li>If you are physically able, assist with helping others in need of assistance</li> <li>Provide aid with your scope of training</li> </ul>



## 2022 AUTUMN QUARTERLY UPDATES And Active Shooter Awareness

CEO Lori Wightman cordially invites employees to attend one of the remaining 30-minute in-person fall quarterly updates that are followed by active shooter awareness sessions. There are several sessions from which to choose. Please pick the one that works best with your schedule

Date	Quarterly Update with Lori	Active Shooter Awareness with Shannon Jeffries	Location
Thursday, Dec. 1	10–10:30 am	10:30–11 am	Education Center Auditorium
Friday, Dec. 2	7:15–7:45 am 2–2:30 pm	7:45–8:15 am 2:30–3 pm	Education Center Auditorium
Monday, Dec. 5	7:15–7:45 am 10–10:30 am	7:45–8:15 am 10:30–11 am	Education Center Auditorium
Tuesday, Dec. 6	7:15–7:45 am 2–2:30 pm	7:45–8:15 am 2:30–3 pm	Education Center Auditorium
Thursday, Dec. 8	10–10:30 am Noon–12:30 pm*	10:30–11 am 12:30–1 pm*	Education Center Auditorium *Healing Arts Center second floor shell space
Friday, Dec. 9	7:15–7:45 am 10–10:30 am	7:45–8:15 am 10:30–11 am	Education Center Auditorium

The expectation is that 85% of employees attend an update session, and you are encouraged to attend the active shooter education that follows. This education will ultimately be required for all employees.

## CHECK YOUR DEDUCTIONS IN JANUARY New Health Insurance Premiums in Effect in 2023

All employees should review premium deductions on January paychecks and notify Human Resources by Jan. 20 if there are any issues.

Employees who have health insurance in 2022 and who didn't enroll in a plan for 2023 have been **automatically enrolled in the Standard Plan.**





# Good news... we're going digital!



**NEW SERVICE  
COMING IN  
FEBRUARY**

## Our patient billing is going digital to:

**Increase convenience**  
for you

**Reduce**  
paper waste

**Provide personalized**  
email and text messages

### So you can:

- ☒ Complete payments in **just a few clicks**, with no usernames and passwords to remember.
- ☒ See **past** statements and payments.
- ☒ Set your delivery **preferences**.

### What to expect:

- ☒ We are now delivering communications via **email, text or mail**.
- ☒ **You will always be able to control** how you are receiving these and can change your preferences at any time.

### Why we're doing this:

- ☒ To make the **payment process easier** for you.
- ☒ With digital communications, it is **easier and faster to view and pay** any statement.
- ☒ To help the environment—we want to **minimize paper waste** sent to patients that would prefer digital communications.
- ☒ To give you a **more individualized experience**. We know that no two patients are the same, so you should be communicated with in the ways that work best for you.

## HUMAN RESOURCES NEWS

### Workplace Safety Tips — Strain and Sprain Prevention

#### Proper lifting techniques:

- Warm up: Your muscles need good blood flow to perform properly.
- Stand close to load: The force exerted on your lower back is multiplied by the distance to the object. Stand as close to the load as possible when lifting.
- Bend your knees: Bending your knees and keeping your upper body upright allows you to use your legs to lift, rather than your back.
- Grip the load: Do not lift a load if you can't get a good grip. Some loads are not too heavy but are simply too large to grip easily. Consider lifting such a load with someone else.
- Lower the load in reverse: You can just as easily injure your back putting something down as you did picking it up. Lower using your legs and keep the load close to your body.

#### Actions to avoid:

- Lifting and twisting at the same time.
- Throwing bags or other materials
- Working while fatigued
- Rushing
- Reaching overhead



## NEED HELP?



GET WELL. STAY WELL. BOTHWELL.

### Know Your Employee Assistance Program Resources



Confidential Emotional Support



Work-Life Solutions



Legal Guidance



Financial Resources



Online 24/7 Support

# CALL 800.460.4374

## KUDOS AND CONGRATS New CNAs in the House

Dylan Stevens, Jasmine Kennedy and Karen Salmeron recently completed Bothwell's CNA class and passed their state exams. We are so proud to have them on our team as Certified Nursing Assistants!



Dylan Stevens



Jasmine Kennedy



Karen Salmeron

## 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 Jan. 11, March 8, 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.

## NEW EMPLOYEES October

**Chelse Beck-Vannatter**  
*ED Physicians*

**Elaine Collins**  
*Pharmacy*

**Carol Dobbs**  
*Housekeeping*

**Nicole Flanery**  
*Respiratory Therapy*

**Keaira Flinn**  
*Housekeeping*

**Jo Ann Greer**  
*Patient Financial Services*

**Kami Jetmund**  
*Emergency Department*

**Chelsey Johnson**  
*Pathology*

**Caitlyn Keele**  
*Clinic Practice Management*

**Kaitlyn Kinner**  
*Dietary Services*

**Connie Kugler**  
*Women's Health and  
Newborn Care*

**Ellen Lange**  
*Housekeeping*

**Joleen Leonard**  
*Radiology*

**Sheila Sabala**  
*Radiology*

**Heather Shoecraft**  
*2 Southwest*

**Emmalee Smoot**  
*2 Southwest*

**Jessica Ward**  
*Pathology*

**Christina Wisener**  
*Patient Financial Services*

## DEPARTMENT SPOTLIGHT

### Environmental Services and Linen

Let's get to know each other better! Department Spotlight is a new addition to the Billboard aimed at highlighting a department each month, what they do and who they support. Next up are Environmental Services and Linen led by Director Mary Lowe.



Front row, from left to right: Mary Lowe, Alicia Theisen, Fred Deitas, Leonard Butler and Fadia Mohamed.

Back row, from left to right: Dana Sanders, Stacy Riley, Lyndsey Carr, Cathy Seifner, Miranda Bendon, Patti Fitzpatrick, Elvy Hinkson, Susan Rasa and Ken Canton

#### What does this department do?

This department has many responsibilities. We clean patient discharge rooms and areas and dispose of regulated medical waste and pharmaceutical waste as well as regular trash. We also clean and sanitize all ancillary areas and occupied patient rooms including cleaning and sanitizing areas for special circumstances such as Covid, Cdiff, MRSA, bed bugs, scabies and lice, and we handle pest control. We also clean several outer buildings surrounding the hospital and clinics.

We provide the hospital and clinics with clean and sanitized laundry and help with setting up special events. Greeting our patients and visitors is a must and proper training of existing and new team members is also important, and we are diligent in following our 4 Key Basics and mission.

#### How would you describe your team?

I would describe my team as an interfusion of a hodgepodge of AWESOME! So many personalities, so much skill and kindness and years of service. Love and dedication and no matter what ... they all truly care.

#### What other departments does this department support?

This department supports all departments in some form.

Stacy Riley  
Cassie Schmieg  
Dana Sanders  
Ryan Walker  
Mikayla Martin  
Cathy Seifner  
Randy Durian  
Rebecca Smith  
Kermit Stultz  
Visiliy Mitrovanof  
Leonard Butler  
Lindsey Carr  
Mickaela Williams  
Luis Medina  
Will Gravitt  
Elvy Hinkson  
Nellie Manues  
Leighton Halverson  
Jordan Pothero  
Fred Deitas  
Lucy Hughes  
Alicia Theisen  
Shelia Trent  
Tim Cochran  
Josh Countess  
Patti Fitzpatrick  
Sue Rasa  
Brad Cluff  
Tristan Rother  
Miranda Bendon  
Penny Adair  
June Jackson  
Erik West  
Josh Countess  
Alicia Devers  
Fadia Mohamed  
Robbie Logston  
Mark Mahalovich  
Amy Parker  
Ernie Lancaster  
Perry Keller  
Tammy Weber



## DEPARTMENT SPOTLIGHT (CONTINUED)

### Environmental Services and Linen

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

The department created a safety team to improve injuries and issues within the department and what is found in the hospital. They want to make sure they are helping make a safer environment for everyone in the hospital.

#### Tell me about a recent accomplishment in the department you are proud of?

There are so many. I think I am most proud of how the team is working to improve patient satisfaction. They are placing business cards, Sani strips, greeting patients in occupied patient rooms and we are making a lot of progress on floor care.

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

They like bowling, camping, grandchildren time, pool time, and some said, "catching up on sleep."

#### Anything else you want to share about your department?

I am excited to see the morale grow and how they are involved. We have a kind and strong group who support each other and believe in our Key Basics. They make me very proud and I am very happy I get to work for them.



#### NEED TO TALK TO SOMEONE? USE YOUR BURRELL BEHAVIORAL HEALTH BENEFITS

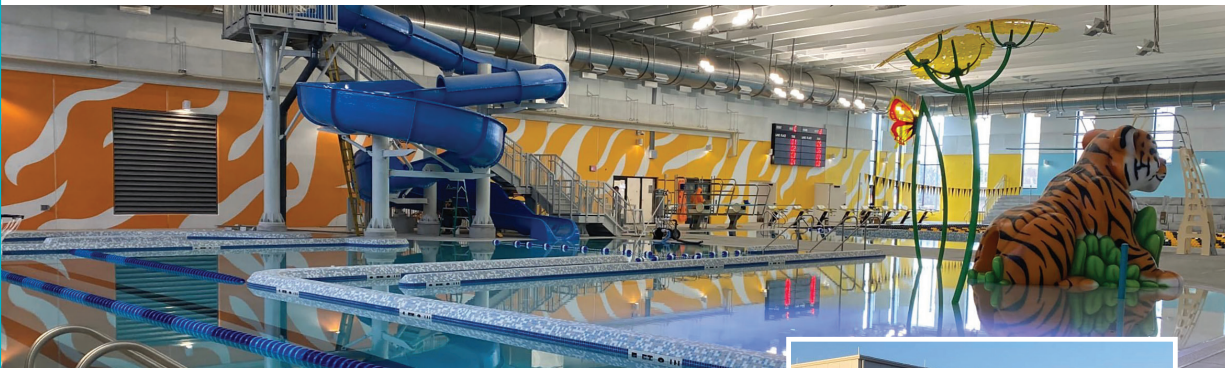
- Six FREE hours of virtual therapy and counseling
- Critical incident debriefings

**Call 417.893.7963; use code 8000269**



# COMMUNITY FITNESS NIGHT

BROUGHT TO YOU BY THE  
BOTHWELL MEDICAL STAFF



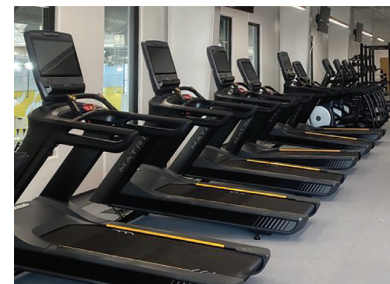
**Thursday, Dec. 29 | 6–9 pm | FREE**  
Heckart Community Center, 1800 W. Third St., Sedalia

**Join us for family-friendly healthy activities and information!**

- Swimming
- Open gyms for basketball or volleyball
- Pickleball lessons
- Fitness center
- Walk with a Doc; every 30 minutes starting at 6:30 pm
- Zumba at 6:30 pm for the first 20 people
- Child Watch for children aged 6 months to 12 years for the first 20 children
- Info sessions on hot health topics



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



**Start out 2023 in a  
Get Well. Stay Well.  
state of mind with  
Bothwell.**

## OCTOBER EMPLOYEE OF THE MONTH

### Angela Leiter

Nurses are generally the first people to talk to patients about their health issues when they come to us for visits, procedures or surgeries. By asking questions, listening closely and looking for visual cues, they can often detect issues during these initial intake encounters.

Such was the case between Angela Leiter, Cardiology RN, and a patient who visited the department for a stress test. Because Leiter had discussed the patient's symptoms and her family's significant history of heart disease, she immediately stopped the test when the patient complained of chest pain. Leiter contacted Dr. Marquez and reported the patient's pain and history.

Dr. Marquez agreed to review the test and came to see the patient. While he determined the test did not meet the criteria for a positive test, Leiter's reporting of the patient's ongoing chest pains and family history presented the need for further investigation. Dr. Marquez scheduled the patient for a heart cath on the following Monday to rule out any problems.

During a heart cath, the physician inserts a catheter into the heart's arteries and a dye is injected into the arteries and heart chambers. An X-ray's camera takes images to determine if there is a blockage or narrowing of the coronary arteries.

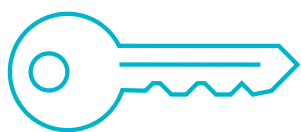
"On the day of my heart cath I remember waking up to my husband kissing my forehead and telling me the results were not good," the patient said. "I had 95% blockage in my left anterior descending artery, which is also known as the 'widow maker.' I was immediately transferred to Boone Health in Columbia."

The patient ended up having two stents inserted in her heart. She returned to the Cardiology lab a few weeks ago for a follow-up EKG and asked to speak with Jenny Force, Cardiopulmonary director, saying she wanted to recognize Leiter for being a patient advocate.

"Angela did not have to request Dr. Marquez see me or insist to him that I was experiencing chest pain and had a family history," the patient told Force. "Nurses are not recognized enough for what they do. Angela saved my life."

Force nominated Leiter for the Employee of the Month award for always advocating for her patients, putting their needs first and ensuring their comfort.

**Congratulations, Angela, on being named October Employee of the Month!**



## KEY AWARDS

Stacey Nassar

Rebecca Mitchell

Kristen McCullough

Jessica Moon

Tonya Fairman

Claudia Hernandez

Cathy Seifner

Leonard Butler

Jamie Barklage

Becky Leiter

Baylee Senesac

Sharon Stuber

Christine Maticua

Kristina Musgrave

Mike Snow

Heather Walker

Fred Deitas

Susan Lamb

Tim Jackson

Keirsten Lorenz

Rocio Rodriguez





# Happy Holidays!

## CHRISTMAS EMPLOYEE MEALS SCHEDULE

**Tuesday, Dec. 13**

11 am–1:30 pm AND 5–8 pm | Free with BRHC Name Badge

*Menu*

Chicken Cordon Bleu  
Applewood Smoked Pork Loin  
Garlic Mashed Potatoes  
Tuscan Blend Vegetables

Berry Blend Salad  
Lemon Raspberry Cheesecake  
Italian Tiramisu (Homemade by Chef Davide)  
Hot Roll

*Menu*

**Saturday, Dec. 24 | Happy Christmas Eve!**

11 pm–midnight | Free with BRHC Name Badge

**Sunday, Dec. 25 | Merry Christmas!**

Continental Breakfast (usual price)

11 am–1:30 pm AND 5–6:30 pm | Free with BRHC Name Badge

Holiday and Related Items



Dietary Services wishes everyone a warm and healthy holiday full of wonderful food!



## EMPLOYEE ENGAGEMENT

### Bothwell Cares Holiday Project

The Employee Engagement committee has organized the Bothwell Cares Holiday Project again this year! This allows us to sponsor/adopt our very own Bothwell employees who may have needs this Christmas season.

An email was sent out by HR asking employees if anyone needed some additional help during the holidays. We have 11 families that we will be supporting this year.

Participating in the project is completely voluntary yet is a great opportunity for us to help out some of our very own Bothwell Regional Health Center coworkers.

#### Bothwell Cares Holiday Project Details:

- All items that need to be sponsored are hung on the Christmas tree in the Café. Volunteers helped set up and decorate the tree Nov. 21.
- If you would like to sponsor or donate an item, take the ornament off the Christmas tree. Each ornament represents one item and a description of what is needed is located on the back of the ornament. Items have a variety of price points so anyone can participate.
- Turn in all items or donations with the tree ornament to Lauren Thiel-Payne in the Bothwell Foundation office (second floor by Patient Care Coordinators Office/Respiratory Therapy) by **4:30 pm, Wednesday, Dec.14.**
- In addition to the ornaments, we also are holding a nonperishable food and gently used clothing drive to donate to each of the families. Please turn in your food and gently used clothing donations to the red metal bin next to the Christmas tree. The sizes and items of gently used clothing that are are on the next page. (Note that not all families requested clothing.)



## EMPLOYEE ENGAGEMENT (CONTINUED)

### Bothwell Cares Holiday Project

#### FAMILY #1

GIRLS – 14/16 CLOTHING

WOMENS – SIZE 6 SHOES

GIRLS – 10/12 CLOTHING

WOMENS – SIZE 5 SHOES

BOYS – 5T CLOTHING

BOYS – CHILDRENS SIZE 13 SHOES

GIRLS – SIZE 3 CLOTHING

GIRLS – CHILDRENS SIZE 8 SHOES

#### FAMILY #2

BOYS - 9/12 MO CLOTHING

#### FAMILY #3

WOMENS – SIZE 9W SHOES

WOMENS – LARGE CLOTHING

MENS – XL PANTS

WOMENS – 3XL PANTS

#### FAMILY #4

GIRLS – SIZE 7/8 CLOTHING

GIRLS – SIZE 2 SHOES

#### FAMILY #5

BOYS – SIZE 6 CLOTHING

BOYS – SIZE 12 SHOES

#### FAMILY #7

GIRLS – SIZE 9/10 CLOTHING

BOYS – SIZE 7 TOPS

BOYS – SIZE 6 BOTTOMS

GIRLS – SIZE 4 CLOTHING

MENS – XL WINTER CLOTHING

MENS – 40X32 PANTS

#### FAMILY #8

BOYS – SIZE 9 CLOTHING

BOYS – SIZE 3 SHOES

BOYS – SIZE 3T CLOTHING

BOYS – SIZE 7 TODDLER SHOES

BOYS – SIZE 24 MO CLOTHING

BOYS – SIZE 5 INFANT SHOES

#### FAMILY #10

BOYS – SIZE 5T CLOTHING

BOYS – SIZE 10 CHILDREN'S SHOES

BOYS – SIZE XL OR 14/16 CLOTHING

BOYS – SIZE 4 SHOES

BOYS – SIZE 6–7 CLOTHING

BOYS – SIZE 12 SHOES

MENS – SIZE 2X TOPS

MENS – SIZE 40X32 PANTS

MENS – SIZE 12 SHOES

#### FAMILY #11

BOYS – SIZE L CLOTHING

GIRLS – SIZE 7 CLOTHING

WOMENS – XXL TOPS

WOMENS – 22/23 PANTS

WOMENS – SIZE 9 LADIES SHOES

MENS – MEDIUM TOPS

MENS – 32X32 PANTS

MENS – SIZE 10 SHOES

# Holiday Creativity Contest

## Faith, Hope and Goodwill

The Giant Lantern festival is an annual event held in mid-December in the City of San Fernando in the Philippines and starts the Christmas season.

The festival features a competition of giant lanterns also known as “parols” focused on the difference sizes and different colors and lights. The parol symbolizes the victory of light over darkness as well as a shared expression of faith, hope and goodwill during the season.

This year’s competition is for departments to create their own parols. Get creative and have fun!



Photo Credit: Ramon FVelasquez.

### THE RULES ARE SIMPLE

- 1 **SIZE:** No larger than 3 feet in diameter
  - 2 **SHAPE:** 5-sided star
  - 3 **INTERNAL FRAME:** Traditional use of bamboo rods/spears can be used or whatever material you would like to use for construction
  - 4 **OUTER COVERING IDEAS:**
    - a. Tinfoil, colored cellophane, tinsel, fabric, etc.
    - b. Bedazzle your star with gemstone, rhinestone, beading, etc.
    - c. Paint your star.
    - d. Use objects that are common items from your department to personalize it to your health care division.
  - 5 **LIGHTING:** Can or cannot be used — that is your decision. If you elect to use lighting — it must be battery operated.
  - 6 **NOTE:** Must be light enough in construction to hang mounted on a wall for display or from the ceiling tiles in the Café.
- Your lantern will be judged on your department’s creativity and incorporating the theme, “Faith, Hope and Goodwill.”
  - For the chance to win, include your department name somewhere on the creation or place your department name on the underside of your creation.
  - Please take your lanterns to Cindy McKeon in the Lab by **5 pm on Dec. 9**. Lanterns will be displayed in or outside the Café for voting and showcasing
  - Bothwell Café for voting and showcasing Dec. 9–12
  - Voting begins at 5 pm on Dec. 9 and ends at 7 am on Dec. 12.

### TWO WINNERS WILL BE ANNOUNCED:

- People’s Choice Award
- Engagement Committee Choice Award

Winners receive a sheet cake and bragging rights for a year. Winners will be announced on Dec. 13 after the votes are tallied.

*The activity is sponsored by the Employee Engagement Committee.*



## EMPLOYEE ENGAGEMENT

### Holiday Entrance Decorating Project

Join us in spreading holiday cheer for all who visit by decorating each entrance to the hospital and clinics! Departments that want to participate will be paired up to help decorate entrances. Use your imaginations to create a cheerful entrance for patients, visitors, team members and more to bring some holiday cheer into their day.

**Please follow the guidelines below:**

- **Please do not place anything on doors**
- Choose a theme of a Christmas Carol to display
- All items that are placed outdoors must be rated for outdoor use
- Sidewalks and entrances may not be blocked
- All décor must be secured for weather appropriate encounters
- Please consult your Facilities Management team member regarding electricity or structural questions
- Submit a photo of completed design to HR
- Have fun spreading Christmas cheer!

Participating departments will be assigned partners and entrances by Dec. 1.

## EMPLOYEE ENGAGEMENT

### Salvation Army Bell Ringing

The Employee Engagement committee has agreed to assist the local Salvation Army with bell ringing this year. Bothwell is scheduled Thursday, Dec. 8 at the Sedalia Walmart and will cover the east (Pharmacy) door. One-hour shifts will begin at 10 am with the final shift at 4 pm; two people per shift are needed.

Gather your friends and plan to enjoy this opportunity! If you are scheduled to work, first get approval from your director to volunteer and then call Whitney Stevens at extension 9440 to sign up or email her at [wstevens@brhc.org](mailto:wstevens@brhc.org). Feel free to sign up even if you are not scheduled to work that day.

A schedule will be sent a few days prior to the date of service.



# SHARE YOUR SUPERHERO TALENTS WITH US!

## CHRISTMAS PARADES 2022

### EVENT-TIME VOLUNTEERS NEEDED

If you would like to be a part of Bothwell's Christmas parade float check out the following opportunities.

#### Sedalia Christmas Parade

**Saturday, Dec. 3**

Line up by 5:30 pm near

7th & Ohio (entry #19)

(parade starts at 6 pm)

Float Riders – 8 adults (capas provided)

Walkers – 20 (wear all black and  
your light-up jewelry)

#### Lincoln Christmas Parade

**Saturday, Dec. 10**

Line up by 10:30 am

(parade starts at 11 am

on Main Street)

Float Riders – 8 adults (capas provided)

Walkers – 10 (wear all black and  
your light-up jewelry)

People who want to ride the float should call Linda Watterson at ext. 8876 by Thursday, Dec. 1.  
Walkers, which can be you, your family or children, can just show up to each parade by the lineup times.



The Christmas parade float activity is sponsored by the Employee Engagement committee.

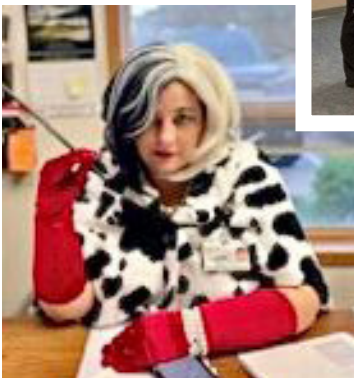
## EMPLOYEE ENGAGEMENT Halloween Costume Contest Fun

Well done to those departments that participated in the Halloween group theme costume contest. Everyone had fun and there were many great entries!

COMMITTEE 1ST PLACE — MINIONS/PEDS CLINIC



COMMITTEE  
2ND PLACE  
(THREE-WAY TIE)



Cruella and her Dalmations/  
Bothwell Family Medicine Associates



Father Time, Mother Nature and the Seasons/Human Resources



The T-Birds/Radiology





## EMPLOYEE ENGAGEMENT (CONTINUED)

### Halloween Costume Contest Fun

#### FACEBOOK 1ST PLACE

Crazy Cat Lady and her Cats/Bothwell OB/GYN Associates



#### FACEBOOK 2ND PLACE

Father Time, Mother Nature and the Seasons/Human Resources



Wound Healing Center



Orthopedics & Sports Medicine



Health Information Management



Cardiac Rehab



Same Day Surgery/Perioperative Services



Progressive Care Unit



## EMPLOYEE ENGAGEMENT (CONTINUED)

### Halloween Costume Contest Fun



Oncology



Dietary Services



Internal Medicine Specialists/Pulmonary Specialists



Radiology-Pink Ladies



Radiology-Pink Ladies



Radiology-Pink Ladies and T-Birds



Radiology-Pink Ladies and T-Birds



## EMPLOYEE ENGAGEMENT

### Birthday Bags and Fill the Truck Success

In honor of Bothwell's 92nd "birthday" on Oct. 29 and John Homer Bothwell's birthday on Nov. 20, we collected birthday bags and goodies from Oct. 31–Nov. 4 for Open Door. A total of 30 complete/full birthday bags along with several bags of extras were collected. The bags were distributed to children of families who receive food distribution Open Door.



*Employees donating items for birthday bags*



*Final birthday bags*



*Birthday bags and items going in the truck*

There was also a Fill the Truck drive for Open Door on Nov. 4 and we completely filled one truck!



*Working together to help load the truck*



*From left to right, Amanda Davis, Open Door, executive director; Annette Smith, CNO executive assistant and Employee Engagement committee cochair; Michelle O'Donnell, Open Door development director; and Jamie Bohlen, Open Door volunteer coordinator; and Victoria Powell (inside truck), Open Door warehouse pantry supervisor*

Thank you to everyone who donated items for the birthday bags and items for the truck that will help people in our community.

## PATIENT SAFE HANDLING INITIATIVE

### Taking Active Steps to Decrease Fall Risks

The Patient Safe Handling (PSH) and Fall Team is just one of the ways in which Bothwell ensures patient fall risk is decreased and employees are utilizing safe patient handling techniques in their daily routines. In addition to the PSH and Fall Team, nursing and clinic staff attend yearly **in person bariatric and transfer training classes** taught by Rehab Therapy staff.

During these classes staff are taught proper safe handling techniques for gait belt usage, lateral transfers, stand pivot transfers, Sit to Stand and Golvio lift training. Often during these classes staff bring forward situational patient safe handling concerns that may occur only in their units, such as car transfers. These scenarios are discussed and proper solutions developed to help staff provide safer care. By providing PSH equipment and proper training we can increase patient safety and reduce patient fears during transfers as well as keep staff safe and healthy.

The **TIPS Program (Tailoring Interventions for Patient Safety)**, which is rolling out soon, will be used on nursing floors to help with fall reduction. This is an evidence-based program that uses three steps to help reduce falls and customize a fall reduction program for each patient. The three steps include ID risk factors, developing a plan to reduce risk, and consistently carrying out the plan with patient and family education at the core.

Bothwell is currently participating in a nationwide initiative called **The Age-Friendly Health Systems Action Community** initiative, which is sponsored in part by the American Hospital Association. This program focuses on providing evidence-based care for older adults through a 4Ms framework. This framework includes Mobility, Mentation, Medication and What Matters.

The What Matters portion focuses on knowing and aligning care with the older adult's specific health outcome goals and care preferences. Mobility ensures older adults move safely every day in order to maintain function and do What Matters to them. Mentation focuses on preventing, identifying, treating and managing dementia, depression and delirium across care settings. Medication focuses on use of age-friendly medications that do not interfere with What Matters to the older adult, Mobility or Mentation. This team is in the early stages of analyzing how this can be incorporated at Bothwell.

Employees can help by thoroughly completing an event report after a fall. This information is analyzed to determine if a process can be improved, changed or whether further resources need to be provided to decrease the chances of a similar event happening again in the future.

Each employee can also help in making Bothwell safer by bringing ideas and suggestions to the PSH and Fall team. This can include equipment needed to safely perform patient handling. **The next team meeting is at 2 pm Jan. 10.**

## FROM THE BOTHWELL{NESS} COMMITTEE

### Tips to Stay Fit This Winter

The winter months can be a challenging time to stick to an exercise plan. The weather is colder, the daylight hours are shorter, and other priorities can make it difficult to keep a routine. While exercise in winter may be tough, it is vitally important for health.

#### Here are some tips to keep in shape over the winter (and year round):

1. **Go for the goals.** Remind yourself of your goals for exercise and staying in shape. Do you want to be able to walk the dog farther? Do you want to be able to play with your children/grandchildren? Do you want to feel healthier? By starting with goals in mind, you are more likely to succeed.
2. **Bring fitness indoors.** During the winter months, you may not be able to exercise outside, but there are many ways to stay active and warm. You can walk laps at an indoor walking track, take a fitness class at the gym, join a community dance class, lift weights, work out to an online program at home, or even just dance. The most important component of an exercise program is finding something that you enjoy. If you're having fun, you will be more likely to stick with exercise.
3. **Make the most of winter.** While it's easy to bring fitness routines indoors, perhaps you want to get outside and enjoy the winter months. If you are in good health and your doctor is agreeable, try some more outdoor activities such as skiing or snowboarding. If you are not feeling as adventurous, get outdoors and build a snowman with the younger members of your family. Even just shoveling the snow and other winter chores count as exercise. Be sure to bundle up!
4. **Partner up!** Enlist your friends and family as exercise partners. Set a date to meet a friend at the gym and you're much more likely to follow through. Instead of meeting a friend for a meal or coffee, consider an exercise date. Try stepping out of your

comfort zone with a friend and take a dance or yoga class. Exercise can be social and fun.

5. **Pencil it in.** Be deliberate about scheduling exercise and fitting it in, even when you're busy. Once you write down exercise in your calendar or set a smart phone reminder, it becomes part of your schedule for the day and this can help you achieve your fitness goal. Additionally, track your exercise in a log. Seeing your achievements and progress will be very motivating.
6. **Don't let a lack of time get you down.** When your schedule is busy, remind yourself that exercise does not have to take long. There are many simple ways to increase your physical activity. Instead of using an elevator, take the stairs. Park your car farther away from the building to increase your steps. When your favorite song comes on the radio, dance for a minute or two. While you're brushing your teeth, tighten the muscles in your bottom and thighs. Practice standing up from a chair without using your arms.

#### Local ideas to stay fit this winter:

- **Heckart Community Center:** Free indoor walking track; members can utilize the gym equipment, pool and fitness classes.
- **Sedalia Parks and Recreation:** They host numerous events, including 5Ks throughout the year.
  - » **Reindeer Run is Dec. 10:** visit [www.sedaliaparks.com](http://www.sedaliaparks.com) to register.
- **State Fair Community College:** Free indoor walking track in the Davis Multipurpose Center
  - » Fall and winter hours 10 am to 2 pm Monday through Friday.
- **Bryan's Gym:** 660.829.0977
- **Planet Fitness:** 660.460.5090
- **Total Fitness Gym:** 660.826.5377
- **Anytime Fitness:** 660.281.8772

#### Article resources:

[http://www.heart.org/HEARTORG/GettingHealthy/PhysicalActivity/Physical-Activity\\_UCM\\_001080\\_SubHomePage.jsp](http://www.heart.org/HEARTORG/GettingHealthy/PhysicalActivity/Physical-Activity_UCM_001080_SubHomePage.jsp)  
<http://www.mayoclinic.org/healthy-living/fitness/in-depth/fitness/art-20048269>  
<https://www.kidney.org/content/6-tips-stay-fit-winter>



## FROM THE BOTHWELL{NESS} COMMITTEE

### Healthy Recipe Using Deer Meat

#### Deer Meat BBQ Meatballs

##### Meatballs

- 2 lbs. ground deer meat\*
- 2 cups bread crumbs
- 1 12 oz can of evaporated milk
- 1 cup chopped onion
- 2 eggs beaten
- 2 tsp. chili powder
- 1 tsp. pepper
- 1 tsp. garlic powder
- Mix. Make into 1 ½ inch balls. Place in two 9" x 13" pans.

##### Sauce

- 2 cups ketchup
- 1 cup brown sugar
- 2 TBSP Worcestershire sauce
- 2 TBSP vinegar
- Few onion flakes
- Mix sauce. Pour over meatballs.  
Bake at 350° for 1 hour.

*\*If people prefer to do a mix of 50/50 ground beef and deer that would work as well.*

*Katie McLees, Radiation Therapist, Radiation Oncology*

A graphic for 'Football Fridays' featuring a black background with white chalkboard-style lines and symbols. At the top, there are two strings of pennant flags: one with green football field patterns and yard lines, and another with brown football patterns and yard lines. The text 'FOOTBALL FRIDAYS' is written in large, bold, white capital letters. Below it, in smaller white text, is 'On Fridays, we dress down for football!'. Further down, it says 'Donate \$1 to the Bothwell Foundation and wear your team's logo wear on Fridays during football season.' and 'Questions? Contact Human Resources'. At the bottom, there is a green football field with white yard lines and numbers (10, 20, 30, 40, 50).

**FOOTBALL FRIDAYS**

On Fridays, we dress down for football!

Donate \$1 to the Bothwell Foundation and wear your team's logo wear on Fridays during football season.

Questions? Contact Human Resources



# BOTHWELLNESS QUARTERLY HEALTH CHALLENGES



## October through December Challenge: **FINISH STRONG**



We're approaching what some say is the busiest time of the year – the kids are in school again and the holidays are bearing down. What better time to take time for yourself and make sure you're in good health physically and mentally. This quarter participate in these challenges that are part of the BRHC Wellness Plan (formerly Bothwell Rocks Health and Wellness).

- Schedule your annual wellness exam by calling Bothwell Employee Wellness Clinic at 660.827.7979.
- Submit self-care and stress management tips that work for you when the to-do list is long, and demands are many to [bothwellness@brhc.org](mailto:bothwellness@brhc.org). Suggestions may be shared in an issue of the Billboard.
- Research the number of hours of sleep each night recommended for your age, and track your sleep for two weeks to ensure you're getting enough shut eye to stay fresh and focused. Turn results in to [bothwellness@brhc.org](mailto:bothwellness@brhc.org).

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

1. Send an email to [bothwellness@brhc.org](mailto:bothwellness@brhc.org) by Dec. 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.

## FOUNDATION NEWS

### 1930's Social Club Mixer Educates

The Bothwell Foundation's Special Prospects Committee hosted its second 1930's Social Club mixer on Nov. 9 at the home of Sharon Lowman. The 1930's Social Club is a group of visionary community leaders continuing the tradition of health care excellence begun by John Homer Bothwell's philanthropic gift in 1929 that started the John H. Bothwell Memorial Hospital.

The event was another opportunity for guests to hear updates from James White, foundation board chair and Lori Wightman, Bothwell CEO, in an informal setting. The group also learned about the purpose of the Social Club and how membership helps advance Bothwell's mission.

Todd Nappe, Security director, and David Foland, Security officer, spoke about the need for a K9 security officer at Bothwell.

Special Prospects Committee member include:

- Scott and Lindsey Benbrook, Chairs
- Mike and Chele Trammell
- Jeff and Tenea Lowman
- Reid and Libby Swearingen
- Kyle and Roxy Herrick
- Dr. Dan and Meghan Woolery

The committee will host other events to recruit members to the Social Club. Members will be recognized on displays at Bothwell and receive special announcements related to new programs and services, plus invitations to hospital event and celebrations including the annual 1930's Social Club celebration events.



*Special Prospects Committee Cochair Scott Benbrook welcomed guests*



*Bothwell CEO Lori Wightman gave a hospital update*



*Security Directory Todd Nappe relayed the importance of adding a K9 security officer to the Security team*

## FOUNDATION NEWS

### Community Relations Committee Hosts First Seminar

The Bothwell Foundation's Community Relations committee hosted its first free community seminar on Nov. 17 in the Bothwell Regional Health Center Education Center Auditorium.

The seminar, attended by about 20 people, was a presentation for parents and leaders of youth about how to model and support stress management for healthy living. Speakers included Dr. Robynne Lute, Bothwell behavioral health consultant, Sarah Price, Bothwell TLC Pediatrics nurse practitioner, October Zhang, MU medical student, and Carolyn Gibson, doctoral psychology intern.

The group shared tips for how to talk to, listen, reassure and encourage young people; signs and symptoms of distress; best practices for sleep, nutrition, exercise and emotional connection; avoiding drugs and alcohol; and recognizing when more help is needed and where to find it.

The Community Relations committee is planning future seminars about heart health, weight management, mental health and caring for aging family members. The committee is also organizing tours of Bothwell hospital for area clubs and organizations.



*From left, Dr. Robynne Lute, Bothwell behavioral health consultant, Sarah Price, Bothwell TLC Pediatrics nurse practitioner, Carolyn Gibson, doctoral psychology intern and October Zhang, MU medical student*

## MEMORIALS AND DONATIONS

**In memory of Judy Klasing**  
Thomas and Shirley Higgins

**In memory of Donna Fields**  
Michael and Joy Simon



## SAVE THE DATE

**Friday, Feb. 24**

**11 am – 1 pm | The Foundry**

**Tickets available in January!**

**Keep an eye out for more details.**



**25% DISCOUNTS  
REFRESHMENTS  
DOOR PRIZES  
HOLIDAY GIFT SHOPPING**



**SUNRISE SALE**

**DEC. 1  
6-9 AM  
GIFT SHOP**

**MOONLIGHT MADNESS SALE**

**DEC. 6  
6-11 PM  
GIFT SHOP**



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





# Santa Raffle

Tickets are 1 for \$1 or 6 for \$5  
and available for purchase  
in the Gift Shop

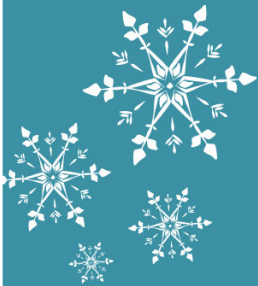
DRAWING WILL BE HELD  
**DEC.13**

**GIFT SHOP HOURS**  
9 am–6 pm Monday–Friday  
10 am–2 pm Saturday  
1–5 pm Sunday





*Wishing you a happy  
Holiday season and a  
joyous New Year from  
Bothwell Hospital  
Employees Credit Union*



**PLEASE CALL OR STOP BY THE OFFICE  
FOR ANY OF YOUR HOLIDAY NEEDS**

**BOTHWELL HOSPITAL EMPLOYEES CREDIT  
UNION**

**660-827-9518  
600 E 13TH ST SEDALIA, MO 65301**

## DECEMBER BIRTHDAYS



Tamara Johnson..... 1	Sandi Bowlby..... 12	Tara Przybylski..... 24
Jody Teague..... 1	Chris Lloyd-Knipp..... 13	Rockie Werneke ..... 24
Rebecca Eldenburg ..... 3	Toni Catron ..... 13	Dee Dee Gilmore..... 25
Lori Garrett ..... 3	Cindy Gail..... 14	Robin Bland ..... 25
Kristin Cloe ..... 3	Kay Kramer ..... 14	Maddy Montgomery-Collins..... 25
Christa Albin ..... 4	Patti Meek ..... 14	Trish Deghelder ..... 26
Kelsey Allen..... 4	Ashley O'Bannon ..... 14	Christina Peritz ..... 26
Shannon Jeffries ..... 6	Lisa Irwin..... 16	Dr. Matthew Roehrs ..... 27
Sharon Sawford ..... 7	Jamie Poppinga..... 16	Luis Medina..... 27
Christina Zimmerman ..... 7	Courtney Stark..... 16	Judy Davis..... 28
Naomi Dalton..... 7	Lily Plotnic ..... 17	Sarah Price..... 28
Rachel Lindsay..... 7	Leslie Stevenson..... 18	Susan Rasa..... 28
Cory Williams..... 8	Melissa Lothamer ..... 19	Timothy Jackson ..... 29
Teresa Hendershot ..... 8	Teri Schilb ..... 20	Kenneth Blen ..... 29
Cozetta Chalfant ..... 9	Crystal Luke ..... 20	Melissa Knipp-Hall..... 30
Rene Boland ..... 9	Justin McCarthy..... 20	Janette Dunkel ..... 30
Whitney Benscoter ..... 9	Dylan Stevens ..... 21	Christina Wisener ..... 31
Lance Dorrel ..... 9	Pam Ehlers ..... 22	
Heather Ross..... 10	Christina Swank..... 22	
Tony Labuary ..... 10	Carlos Alegarbes Jr..... 22	
Mike Lemler ..... 10	Jenine Lees..... 23	
Fred Deitas..... 10	Lori Hazell..... 23	
Rick Langdon ..... 11	Katy Kuschel ..... 23	
Jennifer Johnston ..... 11	Wendy Fairfax ..... 24	