

OCTOBER 2022

BILLBOARD



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



CONTINUING THE LEGACY

A Letter from Lori

Recently our Board of Trustees had a facilitated Governance Best Practices workshop. The focus was on learning emerging trends in the health care industry and reviewing governance best practices. The workshop started by each board member identifying the “why” behind their desire to be on the board. It was clear to me that each and every person has a similar motivation: to have the best, safest and financially sustainable (independent) community hospital. The second day, I was asked to provide the “mission moment”. I used that time to ground the group in our rich history, to connect to our founding core values, and to focus our sights on the future:

We stand on the shoulders of those who went before us. Understanding the foundation that was built, helps us to build upon it. Honoring our past helps us articulate the values that have been part of the organization since we began.

Courage, commitment and teamwork are the values that John Homer Bothwell brought to Sedalia when he moved here in 1871.

John Bothwell was wired in such a way that he couldn't help himself but get involved in the community and the state. He knew that one person with some friends could accomplish so much.

After constructing his Stoneyridge Lodge he had a good relationship with his neighbors and worked on their behalf to make improvements in their educational opportunities by organizing a new school district and asking the neighborhood to raise money.



SEE WHAT'S INSIDE!

ADVOCACY IN ACTION

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NEW HEALTH INSURANCE IN 2023

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CONTINUING THE LEGACY (CONTINUED)

A Letter from Lori

In 1925, the Sedalia Democrat proclaimed, "The portals of the Sedalia of the future swung open last night before the magic touch of John Bothwell," after Bothwell made his largest bequest—a hotel and a hospital. As with the school, he told citizens that they would need to do their part to help raise funds to build both. Donations were pledged and a bond was passed with 82 percent of voters in favor.

It took courage to put down roots in a new community and make positive change.

It took commitment to his beliefs of what the growing community needed—whether it was education, a modern hospital, or a hotel where relatives and friends of patients could stay.

It took teamwork. He required the citizens and voters to support the initiatives. Bothwell remarked, "The cooperative side of the proposition is what interests me. I am proud of my friends and fellow citizens for the success and the achievement it has brought for Sedalia."

Our hospital has as part of its DNA a dedication to **high standards** and **doing whatever it takes for each patient.**

In 1939, Bothwell Hospital was placed on the approval list of the Hospitalization Standardization Conference ... "and the Sedalia hospital ranks with the best hospitals in the United States and other countries ... after meeting all the standards required by the American College of Surgeons."

In late 1931, WH Powell, the Citizens National Bank president, shot himself at his home. He was rushed to Bothwell where local physicians treated him. A Kansas City brain surgeon was called in for consultation and Sedalia native Dr. Walter E. Dandy of Johns Hopkins Hospital was brought in to operate. Powell unfortunately ultimately died despite these heroic efforts.

This hospital has seen its share of struggles, yet has met each one with courage and a laser-like focus on providing care in the community. After its first year treating 849 patients and positive cash balance of

\$835, the hospital entered its second year as Sedalia plunged into the darkest months of the depression.

For 92 years, we have been there when people need us most ... in 1934, when a broken steam table at the Missouri Pacific Shops fatally burned three women and critically injured 35 more ... TB, polio, tornados, the Covid pandemic. We have changed with the times and responded to needs.

*When John Homer Bothwell moved to Sedalia, his vision was to build a community hospital, and in 1930 that vision became a reality when Bothwell Hospital opened with 65 beds, two operating rooms and eight nurses on staff. **Courage. Commitment. Teamwork.***

As a community hospital, we have very personal reasons why our care needs to be the safest, the best, the friendliest ... it is because we provide care to our neighbors ... our children's teachers ... our parents ... our friends ... our coworkers.

Bothwell is an asset to the communities we serve. Yet our continued success cannot be sustained without the work and dedication of many people ... it takes a strong board, inspired donors, auxiliary members, talented physicians, and coworkers all committed to delivering quality health care.

We stand on the shoulders of those who went before us, and for 92 years we have kept the legacy of John Bothwell alive. Those who come after us will be standing on our shoulders. What is the legacy we will leave? How daunting ... what a huge responsibility ... how exciting.

Stay well. Be well.



ADVOCACY IN ACTION

Legislators Speak at Board Meeting

Several candidates are vying for seats in the Nov. 8 general election. For the fourth year, CEO Lori Wightman invited legislators and challengers to attend the October board meeting to discuss what each hopes to accomplish in the next legislative session and what they think could get in the way of those goals. The panel then took questions from the board about health care related challenges and legislation.

Those who attended included:

SENATE

Sen. Sandy Crawford, a Republican, who represents District 28 in the Missouri Senate. The district comprises Benton, Cedar, Dallas, Hickory, Laclede, Pettis, Polk and St. Clair counties. Sen. Crawford is running unopposed in the election.

HOUSE OF REPRESENTATIVES, District 52

Rene Vance, of Sedalia, is a Democrat running for election to represent District 52, which includes parts of Johnson and Pettis counties.

Rep. Brad Pollitt, of Sedalia, is a Republican and is running for re-election to District 52.

HOUSE OF REPRESENTATIVES, District 57

Libertarian Bill Wayne, of Warrensburg, is running for election to represent District 57, which currently includes Henry County and parts of Benton, Cass, and Bates counties. Due to recent redistricting, the district will now also include portions of Pettis and Johnson counties.

Rep. Rodger Reedy, of Windsor, is a Republican running for re-election to District 57.

MISSOURI HOSPITAL ASSOCIATION

Jon Doolittle, president and CEO, and Rob Monsees, division vice president of advocacy and senior political advisor.



From left, Rep. Rodger Reedy, Bill Wayne, Rene Vance, Sen. Sandy Crawford, Lori Wightman, Rob Monsees, Rep. Brad Pollitt and Jon Doolittle



IMPORTANT NOTICE

Lab Hours Changing

Bothwell Regional Health Center offers laboratory services for patients at two Sedalia locations — the Diagnostic Center at 990 S. Winchester (for outpatients) and the Laboratory located inside the hospital (for outpatients, inpatients and emergency patients).

Beginning Nov. 1, 2022, hours for each location will change as follows:

- Diagnostic Center hours **will expand to 7 am to 5 pm Monday through Friday with the last registration at 4:45 pm** (previous hours were 7:30 am to 4:30 pm).
- Hours for outpatients **will change to 8 am to 4 pm Monday through Friday and 8 am to Noon Saturday** (previous hours were 6 am to 6 pm Monday through Friday and Saturday hours are unchanged)

As requested by the Senior Leadership Team, we will trial the change in hours for 90 days. A determination will be made at that time whether or not to make the changes permanent.

No appointments are required at either location; however, outpatients who visit the hospital Lab during these hours **may be asked to wait**. Staff prioritizes services for emergency patient, inpatient and outpatient requests accordingly.

Patients visiting either location are **required to register** with Admitting staff. At the hospital, Admitting staff are located on the hospital's first floor near the main entrance; at the Diagnostic Center, Admitting staff are located at the registration desk.

Patient materials and signage communicating these changes have been developed; however, please consider this information when communicating to patients where they may have lab services completed.

HUMAN RESOURCES NEWS

Workplace Safety Tips — Spill Safety

Spills in the workplace cause a variety of hazards from slips and falls to exposure to the spilled material. To help prevent spills and related injuries:

- Use less liquid if you can. Do not overfill cups, mop buckets or storage containers.
- Ensure equipment or containers you are using are sound with no leaks.
- Do not overcrowd shelving or storage areas.
- If you spill something, clean it up to prevent someone from slipping and falling in it.
- If necessary, communicate the spill hazard then control and contain the spill. Clean appropriately.
- Keep containers in good condition.

Assess the spill history in your area. Is there an area with a lot of spills? Have many people fallen?

Ask these questions: What can be done to improve this? What do other employees notice?

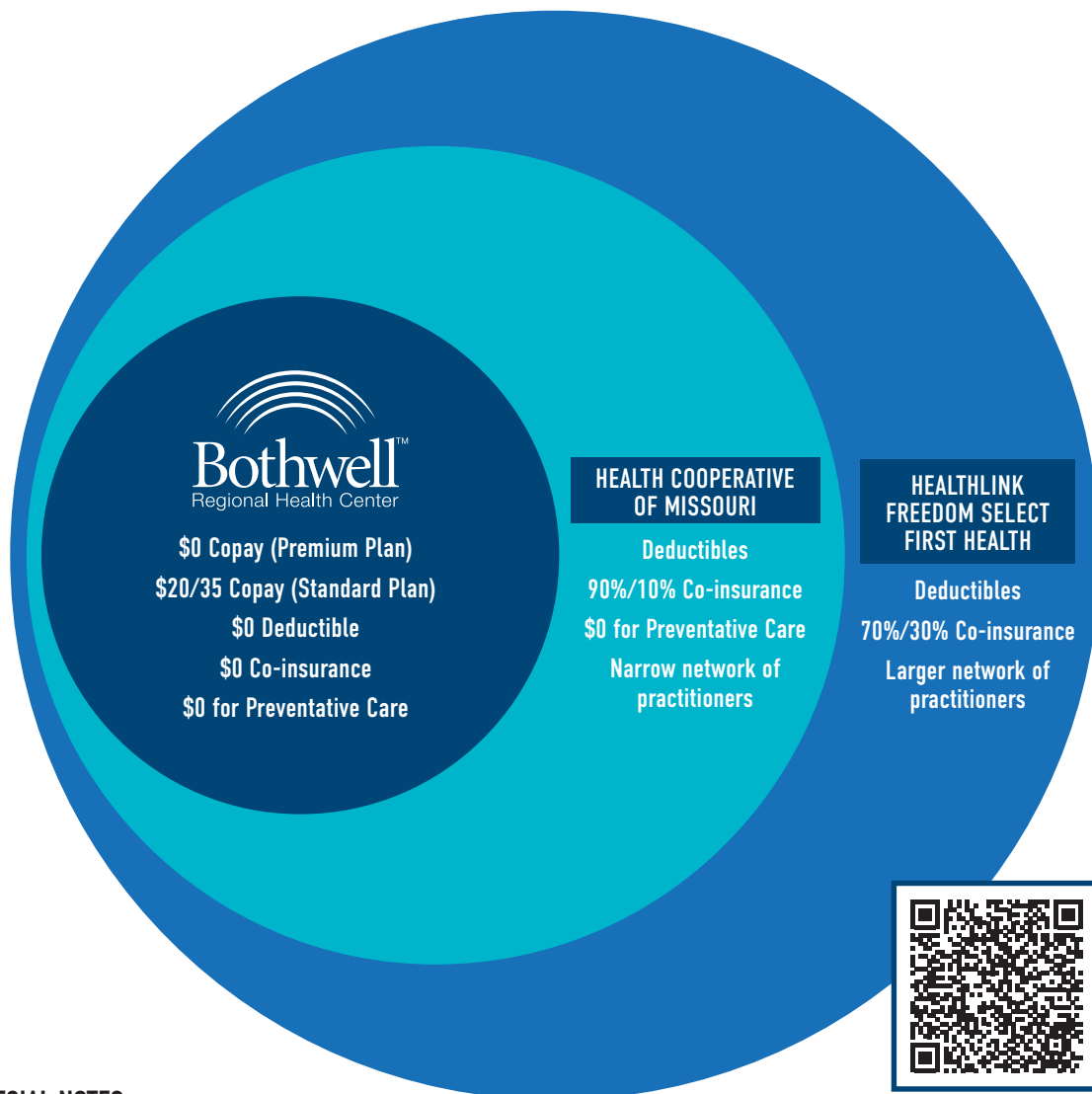
Develop an action plan to stay safe!



NEW HEALTH INSURANCE IN 2023

At-A-Glance Highlights

- Standard and Premiums Plans Available •



SPECIAL NOTES

- 90-day Maintenance Medications Required to be Filled at Employee Pharmacy
- If a specialty practitioner is not available in the Health Cooperative of Missouri (HCM) network, you can see someone in the HealthLink / Freedom Select / First Health network and services will be covered at the HCM tier
- NO prior authorizations required for Bothwell Medical Equipment or Bothwell Radiology services



NEW HEALTH INSURANCE IN 2023

Open Enrollment



WHAT?

1. MANDATORY Health Insurance Enrollment
2. Re-enroll in WageWorks / Flex Spending to Continue Plan in 2023 (new FSA cap in 2023 is \$3,050)
3. Review Beneficiaries and Other Coverages

WHEN?

NOV. 7 THROUGH NOV. 28

WHO?

Eligible employees whose status is 60 hours or more per pay period

HOW?

Look for personalized email at @brhc email and at personal email on file with Human Resources

PLAN QUESTIONS?

Visit with our insurance representative:

- Nov. 3, 7–8 am in the Chapel
- Nov. 3, 2:30–3:30 pm in the Chapel
- Nov. 17, 7–8 am in the Education Center Auditorium
- Nov. 17, 2–3 pm in the Education Center Auditorium

Visit with AFLAC representative:

- Nov. 3 and 17 after insurance presentations or in the Café on those two days

Visit with HealthEZ representatives:

- Nov. 9, Noon–4 pm in the Café
- Nov. 10, 9 am–1 pm in the Café





2023 HEALTH INSURANCE Standard Plan

SUMMARY OF MEDICAL BENEFIT				
Benefit	Bothwell	HCM	Freedom Select/Health Link/First Health	Out-of-Network
Deductible – Individual/Family	\$0/\$0	\$2,000/\$4,000	\$5,000/\$10,000	\$10,000/\$20,000
Co-Insurance – Member Pays	0%	10%	30%	50%
Out-of-Pocket Maximum Individual/Family (includes deductible)	\$4,000/\$8,000	\$4,000/\$8,000	\$10,000/\$20,000	\$20,000/\$40,000
PCP/Specialist Visit	\$20/\$35	\$45/\$75	30% after deductible	50% after deductible
Preventive Care	Covered at 100%	Covered at 100%	30% after deductible	50% after deductible
Diagnostic Lab Performed in Physicians Office or Independent Lab	Covered at 100%	Covered at 100%	30% after deductible	50% after deductible
Diagnostic Lab Performed in a Hospital or Outpatient Facility	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Chiropractic/Spinal Manipulation	N/A	\$60 Copay	30% after deductible	50% after deductible
Outpatient Surgery	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Walk in Clinic	\$20	\$45	30% after deductible	50% after deductible
Urgent Care	N/A	\$150 Copay, 10% coinsurance after deductible	30% after deductible	50% after deductible
Emergency Room Visit	\$150 Copay	\$150 Copay, 10% coinsurance after deductible	\$300 Copay, 30% coinsurance after deductible	50% after deductible
Inpatient Hospital Services/Outpatient Surgery	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Inpatient or Outpatient	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Mental Health/Substance Abuse	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Home Health (CY Limit: 60 visits)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Physical and Occupational Therapy (CY Limit: 60 combined visits)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Speech Therapy (CY Limit: 20 visits)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Skilled Nursing (CY Limit: 30 days)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible

SUMMARY OF PHARMACY BENEFIT			
Benefit	Bothwell		Any Other Pharmacy
Out-of-Pocket Maximum Individual/Family	\$4,000/\$8,000		
30 Day			
Tier 1 Generic Drugs	\$5 Copay		Greater of \$40 copay or 20%
Tier 2 Preferred Name Brand Drugs	\$20 Copay		Greater of \$80 copay or 50%
Tier 3 Non-Preferred Name Brand Drugs	\$40 Copay		Greater of \$150 copay or 60%
Specialty Tier	20%		40%
90 Day			
Tier 1 Generic Drugs	\$10 Copay		Greater of \$80 copay or 20%
Tier 2 Preferred Name Brand Drugs	\$40 Copay		Greater of \$160 copay or 50%
Tier 3 Non-Preferred Name Brand Drugs	\$80 Copay		Greater of \$300 copay or 60%
Specialty Tier	Not Covered		Not Covered

*DME – No Prior Auth.

*90-day maintenance medications required to be filled at Employee Pharmacy



2023 HEALTH INSURANCE Premium Plan

SUMMARY OF MEDICAL BENEFIT				
Benefit	Bothwell	HCM	Freedom Select/Health Link/First Health	Out-of-Network
Deductible – Individual/Family	\$0/\$0	\$1,500/\$3,000	\$5,000/\$10,000	\$10,000/\$20,000
Co-Insurance – Member Pays	0%	10%	30%	50%
Out-of-Pocket Maximum Individual/Family (includes deductible)	\$3,500/\$7,000	\$3,500/\$7,000	\$7,000/\$14,000	\$15,000/\$30,000
PCP/Specialist Visit	Covered at 100%	\$45/\$75	30% after deductible	50% after deductible
Preventive Care	Covered at 100%	Covered at 100%	30% after deductible	50% after deductible
Diagnostic Lab Performed in Physicians Office or Independent Lab	Covered at 100%	Covered at 10%	30% after deductible	50% after deductible
Diagnostic Lab Performed in a Hospital or Outpatient Facility	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Chiropractic/Spinal Manipulation	N/A	\$60 Copay	30% after deductible	50% after deductible
Outpatient Surgery	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Walk in Clinic	Covered at 100%	\$45	30% after deductible	50% after deductible
Urgent Care	N/A	\$150 Copay, 10% coinsurance after deductible	30% after deductible	50% after deductible
Emergency Room Visit	\$75 Copay	\$150 Copay, 10% coinsurance after deductible	\$300 Copay, 30% coinsurance after deductible	50% after deductible
Inpatient Hospital Services/Outpatient Surgery	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Inpatient or Outpatient	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Mental Health/Substance Abuse	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Home Health (CY Limit: 60 visits)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Physical and Occupational Therapy (CY Limit: 60 combined visits)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Speech Therapy (CY Limit: 20 visits)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible
Skilled Nursing (CY Limit: 30 days)	Covered at 100%	10% after deductible	30% after deductible	50% after deductible

SUMMARY OF PHARMACY BENEFIT			
Benefit	Bothwell		Any Other Pharmacy
Out-of-Pocket Maximum Individual/Family		\$3,500/\$7,000	
30 Day			
Tier 1 Generic Drugs	\$5 Copay		Greater of \$35 copay or 20%
Tier 2 Preferred Name Brand Drugs	\$20 Copay		Greater of \$70 copay or 50%
Tier 3 Non-Preferred Name Brand Drugs	\$40 Copay		Greater of \$125 copay or 60%
Specialty Tier	20%		40%
90 Day			
Tier 1 Generic Drugs	\$10 Copay		Greater of \$70 copay or 20%
Tier 2 Preferred Name Brand Drugs	\$40 Copay		Greater of \$140 copay or 50%
Tier 3 Non-Preferred Name Brand Drugs	\$80 Copay		Greater of \$250 copay or 60%
Specialty Tier	Not Covered		Not Covered

*DME – No Prior Auth.

*90-day maintenance medications required to be filled at Employee Pharmacy

2023 HEALTH INSURANCE Frequently Asked Questions

Q. What is changing with Bothwell's health insurance benefit?

A. Bothwell is changing from four plans with Blue Cross Blue Shield-KC (HSA Plan, Premium Plan, Standard Plan and Cost Savings Plan) to two plans (Standard and Premium) with four tiers: Bothwell, Health Cooperative of Missouri and HealthLink / Freedom Select / First Health and Out of Network.

Only health insurance coverage is changing. There are no changes in vision, dental, life or Aflac coverage, with the exception of rates for vision coverage are slightly increasing.

Q. Why is Bothwell making this change?

A. If we had renewed insurance coverage with Blue Cross Blue Shield, there would have been significant increases in premiums. We elected to join the Health Cooperative of Missouri in order to provide equal or better insurance options for employees and keep premiums affordable.

Q. What is the Health Cooperative of Missouri?

A. Health Cooperative of Missouri is a network of local providers who came together to address a need for more accessible and affordable health care in Missouri. The network includes over 350 providers, hospitals and ambulatory Centers of Excellence.

Q. What are my two plan options?

A. **Standard** or **Premium** plans that each has four tiers: **Bothwell, Health Cooperative of Missouri (HCM) or HealthLink / Freedom Select / First Health and Out of Network**

- The **Standard Bothwell** plan has **zero** deductible, **zero** coinsurance and **\$20/\$35 copay** for PCP/specialist visits, and greatly reduced prescription costs at the Employee Pharmacy.
- The **Premium Bothwell** plan has **zero** deductible, **zero** coinsurance and **zero copay** for PCP/specialist visits and greatly reduced prescription costs at the Employee Pharmacy.

- Each plan's second tier is with Health Cooperative of Missouri.
- Each plan's third tier includes HealthLink (Midwest Network), Freedom Select (Kansas City Metro Network) and First Health (Global Network) or Out of Network.
- Each plan's fourth tier is Out of Network.

Q. What services are covered at no cost in the Bothwell network?

A. All services including physical therapy and imaging will be covered if you see a Bothwell practitioner or use a Bothwell facility. The Standard plan has minimal copays for PCP/Specialist visits.

Q. Who has to re-enroll in the new plans?

A. Eligible employees whose status is 60 hours or more per pay period **must re-enroll** in a new plan.

Q. When is open enrollment?

A. Nov. 7 through Nov. 28

Q. How do I enroll?

A. Each eligible employee will receive a personalized email at their @brhc email **and** at their personal email that is on file with Human Resources.

Q. Will there be opportunities for me to ask questions about the new plans?

A. Our insurance rep, Brendan Hurley, will be available to answer questions on the following days and times:

- Nov. 3, 7-8 am in the Chapel
- Nov. 3, 2:30-3:30 pm in the Chapel
- Nov. 17, 7-8 am in the Education Center Auditorium
- Nov. 17, 2-3 pm in the Education Center Auditorium

Q. When does the new plan take effect?

A. Jan. 1, 2023

2023 HEALTH INSURANCE Frequently Asked Questions

Q. Where can I see a list of providers in all the available networks?

A. Visit <https://www.brhc.org/careers/additional-information/benefit-highlights/new-health-insurance-in-2023/> to see all plan information and available networks.

Q. What if my covered dependent doesn't live in the area?

A. Covered dependents who don't live in the area can travel to visit a provider in the Bothwell or Health Cooperative of Missouri (HCM) networks or choose to visit a provider in the HealthLink / Freedom Select / First Health networks.

If a provider is available in the Bothwell or HCM networks and you or your dependent choose to see a provider outside those networks, the policyholder will be responsible for costs at that network's tier.

Q. If I have an HSA plan, can I still use it?

A. Yes, you can still use the funds in your HSA plan; however, you will not be able to add funds to it with the new plan.

Q. Will the \$500 health care certificate still be a benefit in 2023?

A. Because there is zero or minimal cost to employees in the Bothwell tier on either plan, there is no longer a need for the health care certificate. This benefit will expire May 31, 2023 and will not be reissued.

Q. Will I still be eligible for reduced premiums through the BRHC Wellness Plan (formerly Bothwell Rocks)?

A. The Wellness Committee will continue to sponsor wellness programs and activities; however, completing activities will no longer be counted toward reduced premiums in 2023 due to the valuable features offered in the new insurance plan.

Q. What about Livongo?

A. Livongo, a third-party health benefit that helps with managing diabetes and blood pressure, is ending Dec. 31, 2022. The Employee Pharmacy provides diabetic supplies to employees covered by the Bothwell insurance at minimal or no cost.

Q. Am I required to fill my 90-day supply of maintenance medications (blood pressure, cholesterol, etc.) at the Bothwell Employee Pharmacy?

A. Yes

Q. How do my covered dependents who live out of the area get their prescriptions from the Employee Pharmacy?

A. In this situation, employees should pick up prescriptions and arrange to get them to covered dependents to take advantage of cost savings.

Q. Will it cost more to get short-term medications (antibiotics, creams, etc.) at a retail pharmacy?

A. Yes

Q. What are the benefits of using the Bothwell Employee Pharmacy?

A. There are many benefits to using the Employee Pharmacy yet here are the most common:

- ALL diabetic medications and most testing supplies are \$0
- Copays are 90 to 95% CHEAPER than other retail pharmacies
- Delivery of medications to clinics
- Specialty medications filled (no more mail-order!)
- B.Well medication synchronization program
- Night shift/weekend scheduled pickups

2023 HEALTH INSURANCE Frequently Asked Questions

Q. What is the B.Well medication synchronization program?

A. B.Well program is where the Employee Pharmacy groups/synchronizes all your medications up to fill at the same time. The ultimate goal is to fill every 90 days since that is the most bang for your buck. Additionally, by letting the Employee Pharmacy fill with the B.Well program, they work ahead of your fill date so they can request refills in advance and make sure they have enough inventory to fill the prescription when due.

Q. Is it easy to transfer my prescriptions to the Employee Pharmacy?

A. Employee Pharmacy staff makes the transferring process a hassle-free process. Call them at 660.827.9495 and they will take care of it for you. You will need to answer a few questions and provide some information, but it's easy and quick.

Q. I'm concerned about my privacy. Will my employer know what I take if I get my prescriptions filled at the Employee Pharmacy?

A. The Bothwell Employee Pharmacy practices just like all retail pharmacies and is HIPAA compliant. Your information is safe and secure. The pharmacy uses a non-Meditech pharmacy software and does not report any patient information to Bothwell.

Q. Is the Employee Pharmacy notified when a prior authorization (PA) is approved for me?

A. Patients and practitioners are the only ones notified of an approved prior authorization. Pharmacies are NOT notified. If you learn your PA is approved, please contact them at 660.827.9495.

Q. Can anyone besides an employee fill or pick up a prescription at the Employee Pharmacy?

A. The Bothwell Employee Pharmacy can fill prescriptions for anyone on the Bothwell prescription plan, which includes husbands, wives, children and dependents of employees. They can even pick up their own medications; the employee doesn't have to be the one to pick up prescriptions.

Q. I have specialty medications. Can the Bothwell Employee Pharmacy also fill those?

A. The Employee Pharmacy is classified as a specialty pharmacy with their insurance contract. They are able to fill and process your specialty medication and process through manufacturer coupons to save you money. Plus, in most cases, patients will meet their deductible and have \$0.00 copays after a few fills.

Q. Can I still pick up my prescriptions at a local pharmacy?

A. Yes, however, it will be more expensive than using the Employee Pharmacy. Bothwell can purchase medicine at reduced prices and can pass those cost savings on to you.

WHY YOU NEED A FLU SHOT Bothwell Experts Offer Info

It's here. Flu season. The best way to protect yourself and your family against the flu is to be vaccinated. We asked a few Bothwell experts to offer information on what you need to know about the vaccine, its side effects and more.

What are the predictions for this year's flu season?

Citing high and increasing flu activity in the southeast and south-central parts of the United States, the Centers for Disease Control and Prevention (CDC) on Oct. 14 says this activity could signal an early start to flu season. While the timing varies, cases usually start in October and peak between December and February although significant activity can last as late as May.

There are many different flu viruses, and they are constantly changing. The composition of U.S. flu vaccines is reviewed and updated as needed, said Brad Nicholson, Pharmacy director.

"The recommendations for the 2022–2023 season includes two updates compared with the recommended compositions of last season's U.S. flu vaccine," he said. "Both the influenza A (H3N2) and the influenza B (Victoria lineage) vaccine virus components were updated."

How effective is the flu vaccine?

Flu vaccines are updated every year because the virus mutates and changes during previous flu seasons and because of what has happened in flu patterns in other parts of the world. On average, flu vaccines help reduce the number of people who get sick by 40 to 60 percent, said Dr. Phil Fracica, chief medical officer. According to the CDC, the flu causes about nine million to 40 million illnesses annually and 12,000 to 52,000 deaths.

Together We Can Beat the Flu

6 Tips to Stay Healthy this Flu Season



Photo credit: <https://rwjms.rutgers.edu/flu-vaccine>

In addition to the flu, cases of RSV rise in the fall and winter. This September, the CDC issued a national health advisory after increases in pediatric hospitalizations in patients with severe respiratory illness who also tested positive for rhinovirus (RV) and/or enterovirus (EV). The advisory's purpose was to advise health care providers of the increase and urge them to consider these commonly occurring viruses when treating patients.

"We're seeing a surge in respiratory infections, particularly in young children to the extent that many children's hospital across the US are at or near capacity and struggling to meet the demand that continues to surge," Fracica said. "RSV in particular tends to cause outbreaks in the winter but we are seeing a much earlier and larger outbreak than usual. The combination of all of these viruses is like a 'witches brew' that seems to be driving this surge."

Fracica said what is really worrisome is that health systems are already struggling, and influenza season has not yet kicked in plus we may see a new Covid wave this winter.

"Getting a flu vaccine can help prevent illness as well as hospitalizations and deaths," he said.

WHY YOU NEED A FLU SHOT (CONTINUED)

Bothwell Experts Offer Info

Can I catch the flu from the vaccine?

“Contrary to what a lot of people think, you can’t get the flu from the flu vaccine,” Fracica said. “The flu shot is made from an inactivated virus that can’t transmit infection. So, people who get sick after receiving a flu vaccination were going to get sick anyway because they had already been exposed to the flu.”

Even if you do get sick after getting the vaccine, the shot can reduce the severity of illness. Part of the symptoms of viral infections like flu are things like feeling achy, fatigued and feverish. These symptoms occur when the immune system becomes activated, which can occur with infection and with vaccination. The difference is that with vaccination these symptoms usually fade after a day while with an actual influenza infection the symptoms continue to worsen for many days with respiratory congestion and cough that can result in difficulty breathing.

“This is the goal of the vaccine—to keep people out of the hospital and living normally with a mild illness,” Fracica said.

Who needs a flu vaccine?

Flu shots are appropriate for most people, and different flu shots are approved for people of different ages, starting with children as young as 6 months old.

“Everyone should get a vaccine that is appropriate for their age, including pregnant women, people with egg allergies and people with certain chronic health conditions,” Nicholson said. “There are some people who should not get a flu vaccine and that includes children younger than 6 months, people with severe allergies to vaccine ingredients (other than egg proteins) or people who’ve had an allergic reaction to a flu vaccine. It’s important to talk with your health care practitioner to help determine whether a vaccination is appropriate for you and which one.”

Is it safe for pregnant women to get the flu vaccine?

Vaccination has been shown to reduce the risk of flu in pregnant women. A 2018 study published in Oxford Academic’s Clinical Infectious Diseases journal found that getting a flu vaccine reduced a pregnant woman’s risk of being hospitalized with the flu by an average of 40%.

“Pregnant women should get a flu shot and not the nasal spray flu vaccine,” Nicholson said. “Getting a flu shot will also help protect their babies from flu illness for the first several months after birth, when they are too young to get vaccinated.”

What is the best time to get a flu shot? How long will protection last?

Nicholson said the CDC recommends vaccine for influenza administration to begin in September and to complete by the end of October.

“Effectiveness is typically about six months, so it’s a good idea to get the vaccine close to the beginning of the season,” he said. “Your body needs at least two weeks after the vaccine to ramp up its defenses against the flu. People who are more susceptible to severe flu - especially older adults, pregnant women and very young children - should not delay their shots.”

What are the side effects from the vaccine?

Like any medical product, vaccines can cause side effects. Side effects of the flu vaccine are generally mild and go away on their own within a few days.

“Common side effects from the flu shot include soreness, redness, and/or swelling from the shot, headache, fever, nausea or muscle aches,” Fracica said. “With any vaccine, look for any unusual conditions, such as a high fever, behavior changes, or signs of a severe allergic reaction

WHY YOU NEED A FLU SHOT (CONTINUED)

Bothwell Experts Offer Info

after vaccination. While rare, these signs would most likely happen within a few minutes to a few hours after the vaccine is given.”

Should young children get the flu vaccine?

As noted earlier, cases of RSV are on the rise again this fall after an unusual off-season surge of RSV cases in children this past summer. Typically, RSV runs from late fall to early spring, much like the flu. According to the CDC, the patterns of circulation for RSV and other common respiratory viruses have been disrupted since the start of the Covid-19 pandemic early in 2020.

The loosening of precautions in place during Covid means people are coming into contact with viruses that were always there but weren’t spreading as much during the pandemic. But one reason more cases may be happening is that children who typically wouldn’t be susceptible to RSV are vulnerable this year.

Usually, almost all children catch RSV in their first two years of life, according to the CDC. But babies who were born during or shortly before the pandemic may not have encountered RSV as they usually would have, meaning they’re extra susceptible to it now.

“Young children are some of our highest risk populations for severe diseases,” said Dr. Brianna Kroeger with Bothwell TLC Pediatrics. “I highly recommend that all children 6 months of age or older should get the flu shot to help protect them.”

Kroeger said that in families with children younger than 6 months, other family members should get the vaccine.

“People in the household and others who are around babies should get the flu vaccine to help protect the most vulnerable,” she said. “It’s also important to remember that during the cold, RSV and flu season to be extra diligent by hand washing and avoiding crowded areas.”

All Bothwell employees and affiliate employees are required to have the flu vaccine by Dec. 31 or request an exemption with Human Resources by Nov. 15.

Flu vaccines for employees are offered on certain days in the Cafe’s private dining room, at the Employee Pharmacy or in Employee Health. See the flyer on the next page for details. If you receive your flu vaccine at another location, please provide that information to Employee Health by the deadline.



EMPLOYEE FLU AND COVID-19 VACCINE CLINICS



IMPORTANT DATES

Flu vaccine is required to be received no later than Dec. 31. Deadline to complete exemption form with Human Resources is Nov 15.

For Covid vaccine, make an appointment with Leslie Stevenson at extension 9322

Flu vaccine is now available to all employees.
Choose from these convenient days and times to get yours
AND get your Covid-19 vaccine or booster at the same time!

(It is safe to receive both these vaccines at the same time.)

Café Private Dining Room
During Mealtimes: 7:30–9 am or 11 am–1:30 pm

Friday, Nov. 11
Monday, Nov. 14
Friday, Nov. 25

OR

Employee Pharmacy, Ground Floor
7:30–11 am and 11:30 am–3 pm
Monday through Friday

Employee Health Office, Second Floor, Room 273
6:30 am–3 pm, Monday through Friday
(except during Café days/times)

GET WELL. STAY WELL. BOTHWELL.

RECOGNIZING OUR VETERANS

Thank You for Your Service

Veterans Day is **Nov. 11**, the day for honoring those who have served in the U.S. Armed Forces. It was originally named Armistice Day to celebrate peace and the end of World War I. In 1954, it was renamed Veterans Day to include all current and former members of the armed forces. We are pleased to recognize these Bothwell colleagues who served or are serving our wonderful country.

If you are a veteran or active-duty military and would like to be added to this list, please contact Linda in Human Resources at extension 9540.

Rob Ayers

Chaplain

United States Air Force Sgt E4
12/1987 – 01/1992

Lynh Best

Performance Improvement Director

United States Army Army Nurse
Corps Captain
06/1991 – 06/2001

Bob Blacklock

Security

United States Air Force SMSgt
07/1984 – 01/2012

Kenneth Blen

Security Officer

United States Army Sergeant
2021 – 2022

Jessica Bronson

Pathology Section Lead

United States Navy E4
8/2001 – 8/2005

Kevin Butler

Medical Equipment Medical Assistant

United States Air Force
Technical Sergeant
03/1981 – 03/2003

Leonard Butler

ES Worker

United States Army
National Guard Sgt

Gerald Campbell

Boiler Room Mechanic

United States Navy MM2 / SS (E-5)
07/1989 – 08/1995

Dr. Mike Carozza

OB/GYN Associates

United States Air Force
Major Physician
2006 – 2009

Brandon Cornine

2 North Short Stay RN

United States Army Sgt

Tiffany Crowell

Pharmacist

United States Army PF3
2004 – 2006

Cheryl Currier

2SW RN

United States Navy Rate
Machine Repairman – Rank E-5
05/1992 – 08/2005

Andrew Darrah

Hardware Specialist

United States Air Force TSgt
06/1981 – 06/2003

Dr William Decker

Radiation Oncologist

United States Air Force Major
1991 – 2004

Eva Eubanks

Coding / Compliance Coordinator

United States Navy HM3
1979 – 1983

Tom Fairfax

IS Director

United States Army Staff Sergeant
02/1983 – 10/1990

Gweneth Fields

Patient Care Coordinator

United States Army PFC
1974 – 1976

David Foland

Security Officer

United States Air Force Ssgt
2003 – 2014

Dr. Steve Foster

Urology Clinic Physician

United States Navy Captain O-6
1962 – 1994

Carl Hawke

ED Care Tech

1987 – 1995 Navy and Reserves
1995 – 1998 Army – MLRS Crewmember
1998 – 2004 Hospital Corpsman 3rd
Class Petty Officer
2004 – 2013 Air Force Reserves – Staff
Sergeant / Journeyman / Supervisor /
Aerospace Medic

RECOGNIZING OUR VETERANS

Thank You for Your Service

Eileen Hensley

Azan Clinic Receptionist
United States Air Force A1C
1991

Chad Hoagland

*Orthopedics & Sports Medicine
Radiology Tech*
United States Air Force
Master Sergeant
12/1986 to 04/2008

Timothy Jackson

Security Officer
United States Air Force TSgt
2007 – 2019

Alexander Kresse

Security Officer
United States Army E-4 / Specialist
10/2016 – 02/2020

Bart Kuhns

CRNA
United States Marines
1987 – 1991

Tony Labuary

Patient Care Coordinator
United States Navy

Justin McCarthy

*Orthopedics & Sports
Medicine Medical Assistant*
United States Air Force
Staff Sergeant Active Duty

Francine McRae

ED Care Tech
United States Air Force
Master Sergeant
March 1996 – June 2017

Brian McWhirter

Biomedical Engineer
United States Army E-4
August 1979 – August 1981

Madison Merrill

ED LPN
United States Army E-3/PFC Captain
Active Duty since 4/2021

Todd Nappe

Security Supervisor
United States Air Force MSgt
01/1984 – 01/2010

Dr. Daron Olmsted

ED Physician
United States Air Force Major
1996 – 2010

Bill Parris

Orthopedics & Sports Medicine LPN
United States Army SSG
1981 – 1995

Aaron Pate

Neurology Clinic LPN
United States Air Force SRA
2002 – 2008

Stephen Ready

2SW RN
United States Air Force SGT
1967 – 1971

Jaime Reed

Truman Lake Clinic Physician Assistant
United States Air Force Major
10/22/1997 to 03/01/2022

Herbert Robertson

Pain Clinic Medical Assistant
United States Navy E5/HM2
U.S. Navy Corpsman
2010 – 2020

Mike Shipp

*Employee Wellness Clinic
Physician Assistant*
United States Air Force Colonel
1982 – 2021

Randy Smith

Facilities Management Director
United States Air Force SGT
1979 – 1983

Arielle Stager

Walk-In Clinic Medical Assistant
United States Air Force

James Steele

Internal Medicine Clinic LPN
United States Army Staff Sergeant
1983 – 1995

Thank you for serving our country and protecting our freedoms.
Today and every day we are grateful for your sacrifices.

KUDOS AND CONGRATS

Laura Weisenburger Named to Top 20 Under 40 List



Congratulations to our Nurse Educator/Recruiter Laura Weisenburger on her selection to this year's Sedalia Democrat's Top 20 Under 40 Business and Community Achievement award.

Laura is a vital member of the Leadership Team at Bothwell. As our Nurse Recruiter and Educator, she recruits nurse talent that ranges from nurses with specialized skills to nurse interns. She is also responsible for all nurse education including the administration of our in-house Certified Nurse Assistant training program, and she recently led the development of a nursing professional development program to retain nurses in a challenging and competitive environment and helped secure funds from the Bothwell Foundation to purchase a virtual reality training system.

A promotional graphic for 'Football Fridays'. The background is a dark grey/black field with white yard lines and numbers (10, 20, 30, 40, 50). At the top, there is a string of bunting flags in green, brown, and black and white stripes. The text is centered and reads:

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

EMPLOYEE RECOGNITION CEREMONY

Years of Service

For the first time since 2019, we were able to gather in person at First United Methodist Church for lunch and a ceremony to celebrate the employees who reached a years of service milestone in 2021. Congratulations to everyone!

5 Years

Shelby Bergman
CC Bircher
Kayla Butler
Chelsea Casteel
Whitney Clawson
Kelly Crosswhite
Cheryl Currier
Andrew Darrah
Gina Foster
Dr. Steve Foster
Sharon Francis
Amanda Gates
Dennis Gerken
Melissa Guffin
Christie Harrell
Margie Hartford
Dr. Sarah Hasek
Ashley Heishman
Claudia Hernandez

Chad Hoagland
Carly Hovendick
Amy Johnson
Charolett Johnson
Maddy Kindle
Shannon Lopez
Teresa Martin
Kylie Musgrave
Devin Niederwimmer
Shelby Osburn
Aaron Pate
Roth Scheel
Shirley Schlobohm
Lisa Scotten
Laura Seltzer
Theresa Shroyer
Natalie Sims
Whitney Stevens
Alex Swords
Lauren Thiel-Payne



Front row, from left to right: Natalie Sims, Shirley Schlobohm, Gina Foster, Charolett Johnson, Christie Harrell, Ashley Heishman, Whitney Stevens and Sharon Francis

Back row, from left to right: Andrew Darrah, Lauren Thiel-Payne, Celia Bircher, Aaron Pate, Laura Seltzer and Ray Ross

10 Years

Heather Avey
Brenda Cramer
Christy Harms
Elvy Hinkson
Shannon Hoey

Tammy Horn
Tony Labuary
Stephanie Louiselle
Kimberly Murphy
Nicole Porter
Amber Yearout



Elvy Hinkson, Kim Murphy, Christy Harms, Heather Avey, Stephanie Louiselle

EMPLOYEE RECOGNITION CEREMONY (CONTINUED)

Years of Service

15 Years

Stephanie Bass
Margaret Benson
Jennifer Bottcher
Heraldo Cruz
Jan Devore
Mark Harms
Randy Kreisel

Dr. David Kuhlmann
Stephanie Mallory
Cathy Seifner
Lisa Shaw
Ed Smith
Wayne Smither
Janet Torres
Toni Warren



From left to right: Stephanie Mallory, Janet Torres, Jennifer Bottcher, Toni Warren, Heraldo Cruz and Randy Kreisel

20 Years

Jamie Barklage
Brandy Chamberlin
Wendy Fairfax
Veronica Hiller
Peggy Rawdon
Ray Ross



Wendy Fairfax and Jaime Barklage

25 Years

Becky Balch
Sharon Clark
Danielle Howser
Terri McCarthy
Glenda Richardson
Audrey Rush
Lisa Theisen
Heidi Westermier



From left to right: Sharon Clark, Becky Balch, Audrey Rush, Terri McCarthy and Lisa Theisen

30 Years

Leslie Harris
Bill Parris



Leslie Harris and Bill Parris

35 Years

Dr. David Roehrs
Dr. Steve Foster
Robin Wollard



Robin Wollard

EMPLOYEE RECOGNITION CEREMONY (CONTINUED)

Years of Service

40 Years

Kathy Dority
Teresa Friedlander
Karen Kain
Gia Kuhns
Donna Ramey



*Teresa Friedlander, Gia Kuhns, Karen Kain,
Kathy Dority and Donna Ramey*

45 Years

Dr. Kenneth Azan
Karen Deusing



Karen Deusing

EMPLOYEE RECOGNITION CEREMONY

2021 Employee of the Year

Kirstie Schultz, Bothwell OB/GYN Associates LPN, was named the 2021 Employee of the Year from the 2021 employees of the month. Congratulations, Kirstie!



2021 Employees of the Month

JANUARY

Kendra Baumgartner, RN
*Women's Health and Newborn Care
Lactation Department*

FEBRUARY

Lauren Cox, RN
*Clinical Informatics Specialist
Information Technology*

MARCH

Bob Blacklock
*Security Officer
Security*

APRIL

Tiffany Lumpe, CMA
Bothwell OB/GYN Associates

MAY

Tammy Walker, RN
*Bothwell Susan O'Brien
Fischer Cancer Center*

JUNE

Nicole Porter, RN
Critical Care Unit

JULY

Vickie Howard,
*Constant Observer
Nursing Administration*

AUGUST

Tina Propheter, RN
Women's Health and Newborn Care

SEPTEMBER

Leslie Stevenson, RN
*Quality Resource Nurse
Quality Management*

OCTOBER

Kirstie Schultz, LPN
Bothwell OB/GYN Associates

NOVEMBER

Jessica Sullins
*Clinic Receptionist
Bothwell OB/GYN Associates*

DECEMBER

Rita Mergen, LPN
Employee Health

STERILE PROCESSING RECOGNIZED

Department One of Five Chosen Nationwide

In October, Bothwell's Sterile Processing department was selected as one of five departments nationwide to be recognized by Healthmark for the work they do in sterile processing. Julie May, Sterile Processing manager, nominated the department for the award.

Healthmark develops and delivers innovative solutions to aid health care facilities in their delivery of surgical instruments and other life-saving medical devices to patients. Every year, Healthmark presents a PINK Power Package Giveaway during Breast Cancer Awareness Month and Sterile Processing Week to deserving departments.

The package contained cool aid neck bands, compression socks, arm sleeves, PPE decals, face-shield decals and disposable custom-printed headwear, along with a "Central Sterile Heart of the Hospital" sign.

The Sterile Processing team includes six full-time employees and three PRN staff that supports the Operating Room team and five surgery rooms each day. Cases primarily consist of general, orthopedic, GYN and urology surgeries and procedures. The team also serves the Cardiac Cath department, Labor and Delivery unit and Emergency Department.

"We might be small, but we are a mighty team," May said in her nomination. "In addition to keeping up with instrumentation needs for all customer departments, we are responsible for maintaining a fully functional warehouse, ordering supplies, picking all surgery cases and setting up case carts for the OR."

Staff also stocks customer departments to meet daily par levels, maintains 29 Code Blue carts located throughout Bothwell, manages patient charge entry, keeps track of outdates and department cleaning, upholds policies and procedures, attends educational meetings and requirements, keeps daily logs for multiple areas, and maintains and tracks all wound vac pumps.

"We are proud to say that our infection rate is less than 1 percent," May said. "We work hard and long hours as a TEAM, sharing in all duties. Most days are filled with laughter and smiles even though we have so much pressure on us. We are proud of our work."

And we are proud of everyone in the department for the work they do to care for patients and keep them safe. Congratulations!



Sterile Processing Department staff pictured from left to right, Sherri Hopkins, Deana Goalder, Lance Dorrel, Delia Zimmerman, Toni Catron, Marina Razumovsky, Marlene Lyon, director, Christine Lloyd-Knipp, Jeff Jenkins, Julie May, manager; not pictured, Jessica Bohnstengel

ENHANCED WORKFLOW, IMPROVED EFFICIENCY New Sterile Processing Washers Installed

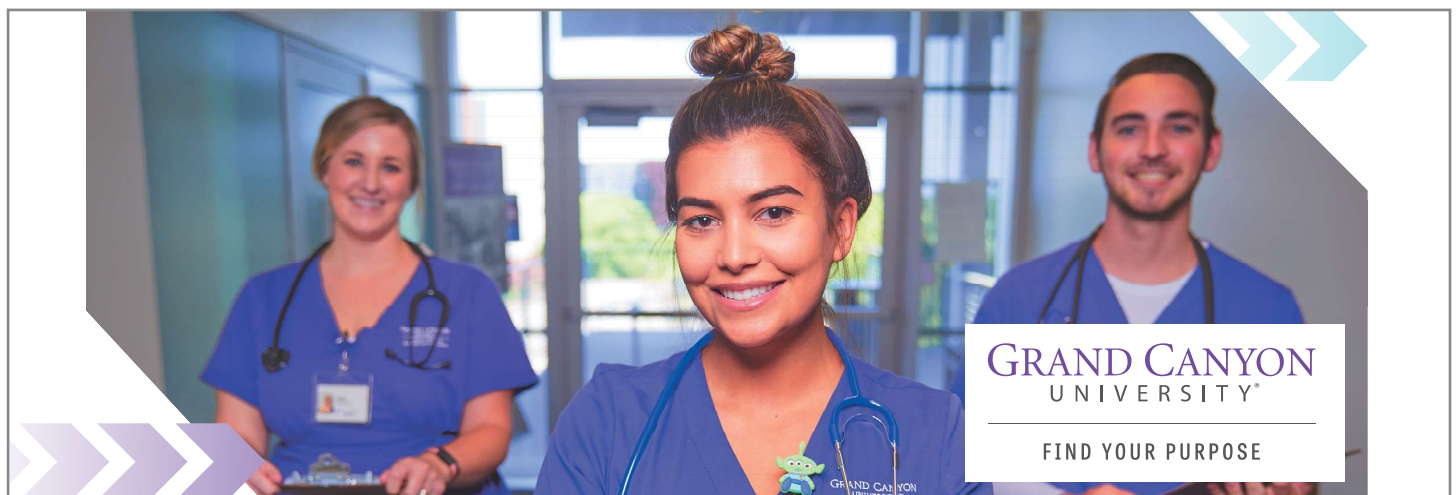
Two new washer-disinfectors that reprocess surgical instruments were installed in Sterile Processing Oct. 20–23. The new washers are easy to load, operate and maintain and can process more instruments in less time.

Thank you to the Facilities team for their diligent work over a weekend to get the washers installed and up and running so the surgery schedule could resume.



GET PAID TO LEARN CNA Classes Forming

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



**GCU representatives will visit Bothwell to share information about its
College of Nursing and Healthcare Professionals degree programs.**

Thursday, Nov. 3 | 11 am to 2 pm in front of the Café

Swag and desserts provided

**For more details, contact Tom Findlay,
GCU development counselor 5, at
tom.findlay@gcu.edu or 573.298.0858.**

Why choose GCU?

- ▶ Degrees can be earned 100% online (practicum capstone hours completed locally)
- ▶ Scholarships for employees and spouses
- ▶ Academic excellence
- ▶ Supportive community



BAD JUJU



GOOD JUJU

Your emotional energy contributes to our culture and can be louder than your words.

- It's in your facial expressions
- It's in the tone of your voice
- It's in your body language
- It's in how you stand or sit

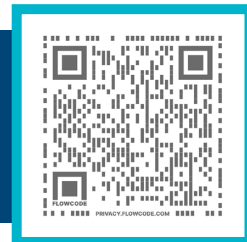
Bring the good juju to your work today.



THANK YOU for being a part of the Bothwell team, you are appreciated!

Need some Mindfulness Minutes to reset?

Credit/Source: www.assemblyculture.co



GET WELL. STAY WELL. BOTHWELL.

DEPARTMENT SPOTLIGHT

Pharmacy and Employee Pharmacy

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 the Pharmacy and Employee Pharmacy led by Director Brad Nicholson.

What do these departments do?

This team is responsible for all phases of medication management, overseeing automated dispensing, and is a partner in multiple committees

How would you describe this team?

A very close knit group with varied backgrounds that works well together and supports each other and their coworkers' families 100%.

What other departments does this department support?

With the addition of the Employee Pharmacy, we actually support all other departments.

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

All of our technicians are nationally certified.

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

The continued improvement in the pharmacy-led medication reconciliation QAPI and the very positive scores in the Culture of Safety Survey

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

All our staff members are definitely outdoor motivated and like to garden, hike, hunt, fish and visit lakes.

Anything else you want to share about your department?

They are a highly motivated and dedicated team!



Back row, left to right: Dr. Brad Nicholson, Skye Tuttle, CPhT, Galina Sagan, CPhT, Dr. Tiffany Crowell, Dr. Jessica Moon, Dr. Cole Simoncic; front right, left to right: Jessica Smethers, CPhT, Dr. Maria Nguyen, Kirsten Darrah, CPhT and Wendy Fairfax, CPhT.

Not pictured: Trudy Clawson, CPhT, Debbie Hagle, RPh, Sara Jones, CPhT, Dr. Justin May, Kim Olejniczak, CPhT, Donna Smith, CPhT and Joyce Woods, CPhT

SEPTEMBER EMPLOYEE OF THE MONTH

Heather Woolery

The summer surge of Covid-19 cases meant several departments and clinics experienced staffing shortages because employees were out with the virus. Couple that with the community's need to be seen for their own illnesses and you have the perfect storm.

Some directors put out the "all-hands on deck" call, and Heather Woolery, Cancer Center's certified tumor registrar answered. It's her willingness to pick up shifts and help her coworkers that have earned Woolery the September Employee of the Month award.

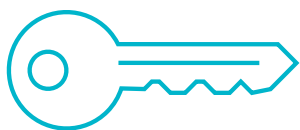
Melissa Guffin, former director of the Employee Wellness and Walk In clinics, nominated Woolery for going above and beyond at both clinics for the last several months.

"Heather heard from her director that we were in dire need of front-desk assistance, and she promptly emailed me to ask how she could help," Guffin said. "She has been working two if not three or four days a week for us for the past three months."

Guffin said Woolery is not only punctual and reliable, but she also is professional and courteous, all qualities that are important in the busy clinics.

"She always comes in with a smile and is efficient in her work and always eager to learn," she said. "Heather is never afraid to ask questions, and the rest of the staff loves when she works and appreciates her very much. When I knew Heather was coming to help close or work on a Saturday, I was at ease knowing how dependable she is and that she would do a fantastic job."

Congratulations, Heather, on being named September Employee of the Month!



KEY AWARDS

Heather M. Smith
Skye Tuttle
Sharon Stuber
Britain Bush

Bobbi Dorr
Kim Hagen
Sondra Barber
Hannah McLaughlin

Dr. Brieanna Kroeger
Tonya Fairman
Paige Johnson

NEW EMPLOYEES September

Penny Adair
Housekeeping

Miranda Bondoni
Housekeeping

Kenneth Blen
Security

Kenneth Caton
Laundry

Fred Deitas
Housekeeping

Aaron Devorss
Security

Alexis Dupont
2 Southwest

Pamela Ehlers
PACU

Michael Elwood
Security

Emily Hickman
Housekeeping

Isabella Holt
Pathology

Jamie Jenkins
2 Southwest

Aryn Lorenz
Nursing Administration

Jessica McGuire
2 Southwest

Cora Perry
Nursing Administration

Susan Rasa
Linen

Star Rhorer
Pathology

Amy Rose
Clinic Practice Management

Karen Salmeron Roque
Nursing Administration

Robin Schroeder
Respiratory Therapy

Neal Sidebottom
PACU

Laqueta Smith-Bentley
Surgery

Mariia Tikhonova
Nursing Administration

Karen Walters
*Bothwell Health
Center-Truman Lake*

Amanda Wilkins
Emergency Department



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


BothwellTM
Regional Health Center

 **BURRELL**[®]
BEHAVIORAL HEALTH

TIME CRITICAL DIAGNOSIS SUMMIT

Inaugural Event Held Oct. 25

Bothwell staff partnered with Pettis County Ambulance District staff to host our first Time Critical Diagnosis (TCD) Summit for area physicians, physician assistants, nurses and pre-hospital air and ground providers.

Thirty-five people attended, some from as far away as St. Louis, to learn the latest trends in emergent stroke management, review evolving strategies and technologies for the treatment of a STEMI, and discuss the critical times and complex care of a trauma patient.

The event is part of ongoing educational efforts on the path to becoming trauma certified. Thank you to Nursing and Clinical Education staff for planning and organizing the event!



EMPLOYEE ENGAGEMENT NEWS

Having Fun with Scarecrows

Bright cheerful scarecrows, created by our own little Bothwell artists, are now on display across from Centralized Scheduling on the hospital's first floor.



Thank you to all volunteers who helped design and build our entry in the Sedalia Parks and Recreation annual scarecrow contest. While we didn't place this year, we had a great time!



Final display



From left, Jami Sleeper, Annette Smith and Mary Lou Grose, many not pictured



EMPLOYEE SCRUB CLOSET

NOW OPEN!

Scrubs can be expensive work attire. To help those in need whether because of personal or emergency situations, the Employee Scrub Closet can help.

To request items, visit Human Resources from 7:30 am to 4:30 pm Monday through Friday.

- Lightly used scrub tops
- Lightly used scrub pants
- Lightly used scrub jackets
- Bothwell logo shirts
- New scrubs

Donations are still being accepted and can be taken to HR on the hospital's ground floor. Items must be in good, like-new condition.

This initiative is sponsored by the Bothwell Employee Engagement Committee.



GET WELL. STAY WELL. BOTHWELL.

OPEN DOOR DRIVES: OCT 31-NOV. 4

BIRTHDAY BAGS!

In honor of Bothwell's 92nd birthday on Oct. 29, we will collect birthday bags and goodies for Open Door. The bags will be distributed to children of families who receive food distribution.

Departments are encouraged to collect birthday gift bags and the following items. Feel free to create an entire gift bag(s) or donate any item(s).

- Cake mix
- Cake pan (regular or disposable to match cake mix)
- Candles
- Frosting
- Small gift items (especially needed for 13-18-year-old boys and girls)
 - \$2 or \$5 bills
 - Body spray, deodorant
 - Books
 - Candy, gum, mints
 - Cards, games, fidget spinners
 - Earbuds
 - Hair accessories
 - Nail polish, lip balms, lotion
 - Restaurant/gas gift cards
 - Toys, Nerf balls
 - Warm gloves, hats
 - Water bottles



FILL THE TRUCK!

Need to clean out and have items to donate?
Let's fill the Open Door truck!

YES, THESE ITEMS WILL BE ACCEPTED

- Baby items
- Bedding and pillows
- Belts
- Blankets
- Books
- Bras, underwear, socks
- Candles and candle holders
- CDs, DVDs, records
- Clothing
- Coats
- Crafting, office and school supplies
- Décor of any kind
- Dishes
- Electronics (TVs, DVD players, Stereos, CD Players, etc.)
- Fabric
- Frames
- Furniture
- Hats
- Health and beauty items
- Jewelry and accessories
- Knick Nacks
- Lamps
- Laptops and tablets
- Luggage
- Pans
- Pictures
- Purses and bags
- Scarves
- Sheets
- Silverware
- Small appliances
- Swimsuits
- Toys

NO, THESE ITEMS WILL NOT BE ACCEPTED

- Car seats
- Electric blankets
- Fish tanks
- Hazardous chemicals
- Mattresses
- Printers



These initiatives are sponsored by the Bothwell Employee Engagement Committee.

COLLECTION

Oct. 31 — Nov. 4: Café Collection Bin
(birthday bags and small truck items)

9 am — 3 pm, Nov. 4: Truck
(truck will be parked on west end of 14th Street)

SERVING THOSE IN NEED

Community Café Volunteers in Action

On Sept. 29 Bothwell prepared and served the evening meal to about 100 people at the Community Café. Thank you to the Dietary Services team and employees who volunteered their time. Everyone remarked how fun and fulfilling it was to volunteer and help our community.



Lisa Irwin, Human Resources and Support Services vice president; Cindy McKeon, Laboratory director; Terri Deer, Dietetics director; Mary Lou Grose, Dietary Services, Linda Watterson, HR specialist; Mary Holloman, HR manager; and Smith-Cotton Student Volunteer Jack Johnston



Davide D'Arpino Fusar Poli and Heather Anderson, Dietary Services



Stephanie Walker and Ashley Heishman, Dietary Services

PATIENT SAFE HANDLING INITIATIVE

The Role of Beds in a Fall Prevention Program

According to the Joint Commission, falls associated with serious injuries are among the top 10 reported events. Hospital beds are a key to fall prevention programs in hospitals.

There are five main features to consider when using your hospital beds:

- Low height beds
- Bed-exit detection systems
- Event reports log
- Staff communication
- Clear view of surroundings

Low Height Beds

One of the best ways to ensure safe patient egress and ingress is to keep the bed in the lowest position possible. A study (Tzeng, 2010) in an acute care hospital found that 51.4% of the adult inpatient falls and 56.0% of the adult inpatient falls with injury occurred while the patient was getting out of or back to the bed.

Optimal bed height for patients varies but a general rule is bed height is appropriate when the patient's knees are at 90 degrees and the feet touch the floor. Hospital beds should also provide a clear zone for the heels—allowing the patient to exit the bed without any obstruction. It is important that the patient can comfortably sit on the edge of the bed and place their feet on the floor to feel more stable. Also, an ergonomic handgrip on the side rail is crucial to providing patients with that support to exit the bed.

Bed-Exit Detection Systems

Bed-exit detection systems can help staff proactively monitor patient movement while in bed. The Joint Commission recommends having preventative devices, such as alarms, to reduce fall events. In a 2015 study, the use of hospital beds with integrated sensitivity exit alarms resulted in a 20% decrease in falls and a 40% decrease in falls causing an injury.

Event Report Logs

The Joint Commission states that “employing data-driven analysis can help fall prevention teams to continually re-evaluate and improve the approach to patient falls prevention and injury reduction within a specific setting.” Completing event reports helps in tracking the history of these events and can help teams share, learn and be more proactive in preventing falls.

Staff Communication

Fall prevention programs are supported through staff communication. According to the Joint Commission, communicating safety information—such as a patient being at risk of falls—to all staff in the organization, from clinical to non-clinical, can help prevent falls and fall-related injuries.

Clear View of Surroundings

Providing patients with a clear view of surroundings can help minimize the risk of falls. Common environmental factors related to falls include tripping hazards and bad lighting. Hospital beds equipped with smart nightlights give patients a clear view of surroundings to prevent trips or falls.

FROM THE BOTHWELL{NESS} COMMITTEE

Nov. 30 is Deadline for BRHC Wellness Program

What is the BRHC Wellness program?

It is an annual program designed to create awareness of your current health status, increase your focus on activities that promote a healthy lifestyle, and allow you to be eligible for prizes.

How do I complete the program?

It is simple and requires only two forms to be completed that were emailed to All Users on Sept. 23 or the forms can be found on the IntraWeb.

The first form is the **Activity Validation Form**. This allows you to list two activities involving fitness, nutrition or wellness you accomplished in 2021. Some examples of fitness, nutrition or wellness activities are:

- Completion of a quarterly challenge – or two
- Use of fitness tracker, eg., FitBit or Garmin
- Organized activities, e.g. Bothwell Foundation Lub Dub, Tough Mudder, recreational sports league, exercise class, etc.
- Sessions with a personal trainer
- Nutrition classes
- Physical activities, e.g. workout DVD, yoga, pilates, couch to 5K, walking, running, yardwork, gardening, etc.
- Weight loss and management, e.g. Weight Watchers participation
- Going to gym two to three times per week
- Smoking cessation program
- Stress management, e.g., breathing exercises, meditation

The second form is the **Annual Physical Examination Verification**. This requires you to visit your personal health care practitioner as they will need to complete part of the form to verify your visit.

Questions? Contact Laura Darrah, Human Resources benefits specialist, at ldarrah@brhc.org or 660.827.9541.

FROM THE BOTHWELL{NESS} COMMITTEE

Healthy Recipe and Stress Management Advice

Dill Cauliflower Salad

This Dill Cauliflower Salad recipe is a great low carb option to replace potato salad for any outdoor BBQ. The tangy dill dressing pairs so nicely with the cauliflower and the bacon is an optional topping at the end, so you can please your meat-eating friends and vegetarian friends at the same time.

Servings: 6 to 8

Nutrition Facts (per serving):

228 calories / 8g carbs / 3g protein / 22g fat

Ingredients

- 1 head cauliflower cut into bite size florets
- ¾ cup mayonnaise
- 2 Tablespoons Dijon mustard
- ½ lemon juiced
- 1 teaspoon honey
- ½ teaspoon celery seeds
- ¼ cup fresh dill chopped
- salt and freshly ground black pepper
- 3 stalks celery diced
- ¼ red onion chopped
- 4 slices bacon cooked and crumbled (optional)
- fresh dill for garnish

Instructions

1. Bring a large pot of salted water to a boil. Boil the cauliflower for 5 minutes, until just tender. Drain and rinse the cauliflower with cold water and pat it dry with a clean kitchen towel.
2. Combine the mayonnaise, Dijon mustard, lemon juice, honey, celery seeds, and chopped dill in a bowl. Blend well and season with salt and freshly ground black pepper.
3. Place the cauliflower, celery and red onion in a large bowl. Stir in the dressing and toss to coat all the vegetables. Season with salt and freshly ground black pepper and chill until you are ready to serve.
4. Transfer the salad to a serving bowl and top with diced bacon (if desired).



Photo Credit:

<https://bluejeanchef.com/recipes/dill-cauliflower-salad/>

Tiffany Buxton, Accounts Payable Clerk

Stress Management Advice

- **HUG MY PUPPY** He always makes me breathe easier just by holding him!
- **EXERCISE** (walks outdoors) Change of scenery helps put stressful thoughts out of my head!
- **READ** Nothing like a good work of fiction to escape mentally!
- **COLORING** I have an adult Snoopy coloring book!
- **TURN OFF MY PHONE** If it's off then the temptation isn't there to "just" check email or Facebook or SnapChat!

Tammy Hankins, DME Billing Specialist

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. 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.

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

1. Send an email to 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.

UNITED WAY FUNDRAISERS Help Support Local Charities!

Evergreens
fundraiser
orders due
Nov. 7

United Way—Christmas Evergreens Fundraiser

Give your support and enjoy beautiful holiday evergreens!



Item #	Order Name
W4	22" Mixed Evergreen Wreath

- * An aromatic combination of noble fir, incense cedar and berried juniper
- * Red faux holly berries
- * Pre-tied red velvet water repellent bow in separate bag
- * Simple decorating instructions with illustrations

\$28



Item #	Order Name
C5	Holiday Centerpiece

- * Cedar, noble fir, pine and berried juniper
- * Arranged in oasis block and bowl
- * White faux snow berries and red faux holly berries for decorating
- * Easy-to-handle, plastic carrying bag
- * Approximately 12 inches in diameter

\$24



Item #	Order Name
W3	28" Mixed Evergreen Wreath

- * An aromatic combination of Noble fir, berried juniper, and incense cedar. Touches of color are provided by red, faux, holly berries. A red, velvet, water repellent bow is included for easy attaching.

\$35



Item #	Order Name
G3	Western Cedar Garland

- * Ten-feet of gorgeous cedar garland
- * Fragrant fresh-cut western cedar
- * Easy-to-handle, plastic carrying bag
- * Two 10 foot garland sections pictured

\$27



Item #	Order Name
S4	Noble Fir Door Swag

- * Designed for guaranteed sustainability and quality, this item is the perfect alternative to a wreath.
- * Includes 1 set of snow dusted cones and a red bow. Approximately 30 in x 19 in.

\$27



Item #	Order Name
R1	Red and Gold Reindeer Set

- * Set of two decorative metal reindeer brushed in gold with a metallic finish and festive cutout, this exclusive reindeer set is complimented by two faux wreath adornments. A classic style for any decorator. Approximately 9" tall

\$22

United Way—Christmas Evergreens Fundraiser Order Form

Orders due by Monday, Nov. 7 — Delivery will be November 28—December 7th

Name: _____

Employee ID: _____

Department: _____

Turn in completed form and payment to:
Bothwell Accounting Office or
Accounting Mailbox in mailroom
(Attn: Rachel Owens)

Make checks payable to:

Bothwell Regional Health Center

Quantity:

____ Noble Fir Door Swag—\$27.00 ____ Western Cedar Garland—\$27.00

____ 22" Evergreen Wreath—\$28.00 ____ 28" Evergreen Wreath—\$35.00

____ Holiday Centerpiece—\$24.00 ____ Winter Reindeer Set—\$22.00

Total Payment Due: \$ _____ to be paid by (mark below):

☐ Cash ☐ Check ☐ Payroll Deduction: _____

Exact Change Only

Signature _____

Once delivery date is established, orders will be picked up from the Private Dining Room.

Look for an email for details! For questions about ordering contact x9337

UNITED WAY FUNDRAISERS Help Support Local Charities!

A representative from The Nutman Company will be at the hospital from 7:30 am to 3:30 pm Wednesday, Nov. 16 selling nuts, chocolates, snack mixes and candies. Payment options include Visa, Mastercard, American Express, Discover, cash, as well as payroll deduction. Proceeds from this event and the evergreens fundraiser will benefit the Sedalia Pettis County United Way.

The NUTMAN Company

Wednesday, Nov. 16
7:30 am – 3:30 pm
Cafeteria

200 Fine Quality Nuts • Chocolates • Snack Mixes & Candies



Sponsored by Bothwell Regional Health Center
Proceeds benefit United Way

We accept Visa, MC, Amex, Discover & Cash • Payroll Deduction is available



BOOK FAIR








Nov. 17 | Café

GET WELL. STAY WELL. BOTHWELL.



NEED HELP?

Know Your Employee Assistance Program Resources

-  Confidential Emotional Support
-  Work-Life Solutions
-  Legal Guidance
-  Financial Resources
-  Online 24/7 Support

CALL 800.460.4374

FOUNDATION NEWS Pinktober 2022

Look at all the pink! Thank you to Bothwell employees and others in the community who went casual and pink on Oct. 26 for Blue Jeans for Bothwell! All proceeds will benefit the foundation's Cancer Services Fund, which provides a variety of support to patients, including Ensure protein drinks, gas gift cards and free mammograms.



Bothwell Family Medicine Associates employees



Bothwell Family Medicine Associates employees



Bothwell Internal Medicine Specialists employees



Human Resources and CNO Office employees



Callis



Classic Jewelry



County Distributing Co. Inc.



Central Missouri Electric Cooperative, Inc.



REMAX of Sedalia



Landmann Title



Printlynx



APS Solutions



State Fair Community College



State Fair Community College



State Fair Community College

FOUNDATION NEWS

AED Presentation

Wear Red for Women, a Bothwell Foundation committee, recently presented an automated external defibrillator (AED) to State Fair Community College for its Thompson Conference Center that is used by the college and the public. An AED is a small, lightweight device that allows individuals and first responders to treat sudden cardiac arrest by delivering a shock to the victim's chest, ideally restarting their heart. According to the American Heart Association, more than 350,000 people experience out-of-hospital cardiac arrests in the United States each year. Immediate CPR and use of an AED can double, or even triple, survival rates.

Funds to purchase the device were raised during the 2021 Wear Red for Women luncheon and auction. The committee's goal is to have AEDs in every place people work, learn, play or pray in Sedalia and Pettis County. Since the inception of the luncheon event in 2020, 47 AEDs have been placed in various locations. The 2023 Wear Red for Women event is Feb. 24, 2023.



Front row, from left, Dianne Simon, Thompson Hills Investment Corporation vice president and Wear Red Committee co-chair; Lori Wightman, Bothwell Regional Health Center CEO and Wear Red Committee co-chair; Dr. Brent Bates, SFCC president; and Danika Doyle, SFCC Associate Degree Nursing director.

Back row, from left: Lauren Thiel-Payne, Bothwell Foundation executive director; Robin Balke, Wear Red Committee member; Dr. Michael Murders, SFCC Academics and Student Success vice president; Deputy Curtis Hammonds, SFCC student resource officer; and Justin O'Neal, SFCC Facilities director

MEMORIALS AND DONATIONS

In memory of Arthur Flowers
Center for Human Services –
Accounting Department

In memory of Sam and
Donna Sullivan
Sally Malan



SAVE THE DATE

Friday, Feb. 24

11 am – 1 pm | The Foundry

Tickets available in January!

Keep an eye out for more details.

FREE
Event

FREE
Refreshments

ATTEND LEARN SUPPORT

ENCOURAGING STRESS COPING SKILLS



A presentation for parents and leaders of youth about how to model and support stress management for healthy living.

Presenters:

Dr. Robynne Lute

Behavioral Health Consultant
Bothwell Regional Health Center

Sarah Price

Nurse Practitioner
Bothwell TLC Pediatrics



Dr. Robynne Lute



Sarah Price, NP

Thursday, Nov. 17, 7-8:15 pm

Location:

**Bothwell Regional Health Center
Education Center Auditorium
600 E. 14th Street, Sedalia
Complimentary Refreshments**



**RSVP by Nov. 14 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.

**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



NOVEMBER

BIRTHDAYS



Michelle Ekstrom..... 1	Brook Hunnell 11	Dr. Steve Foster..... 23
Chasatee Keeran 2	Amy Nichols..... 11	Bill Parris..... 23
Natalie Sims..... 2	Victoria Sharp 11	Jamie Barklage..... 24
Dr. David Roehrs 2	Dr. Meredith Norfleet..... 12	Wayne Smither 25
Skylar Haase 2	Connie Kugler 13	Cara Arender 25
Ashleigh Morris..... 3	Dylan Young..... 13	Kory Kephart 26
Olga Kharabora 4	Pamela Eckhoff..... 14	Chelsey Johnson 26
Brittnie Bernhardt 4	Cori Laxson 15	Lisa Theisen 27
Katie Touchstone..... 4	CJ Palmer..... 15	Megan Arth..... 27
Dr. Sarah Hasek 4	Joy Knox 17	Dr. Lisa Wadowski..... 28
Reni Dietrick 5	Cassieann Schmiegl 17	Melissa Smidt 28
Annette Bauer..... 6	Nicole Townsend 17	Teresa Frazier 29
Angela Leiter 7	Gabrielle Esser..... 17	Leah Mahin 29
Danielle Howser 8	Liz Hackett 18	Dillon Uhls 29
Steve Hickman..... 8	Margaret Benson 18	Kylah Hawkins 29
Priscilla Tatman..... 8	Christy Asher..... 19	Ashley Grotzinger 30
Mark Mahalovich 8	Rebecca Starkey 20	Erin Johnson 30
Steven Hughes..... 8	Leyten Halvorsen 20	
Krystal Brandow 8	Terri McCarthy 21	
Maggi Mahalovich..... 9	Sherri Hopkins..... 21	
Kirstin Stone 9	Dr. Terry Robertson 21	
Michael Marquez 9	Dr. Evan Stout 21	
Grace Sims 10	Desiree Denton 21	
Tammy Horn 10	Star Rhorer..... 21	
Erick De Guzman 10	Erik West 22	
Kristy Kestner 10	Vicki Monath 22	