

DECEMBER 2020

# BILLBOARD



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



## LEADING WITH LOVE

### A Letter from Lori

*Love is at the root of everything. — Fred Rogers*

Fred Rogers, popularly known as Mister Rogers, is the well-known creator and host of Mister Rogers' Neighborhood, a television series for preschoolers that ran from 1968 to 2001. His full quote is, "Love is at the root of everything—all learning, all parenting, all relationships ... love, or the lack of it."

Taking Mr. Rogers' thoughts to heart, I have been thinking about love and leadership and the importance of a culture of love and connection at work. In the field of health care, success is defined by the health and wellness of the people we serve. Our training and experience have prepared us to do our jobs, oversee our departments and manage a health system, but where is love in our success? What does leading with love and a culture of love look like? And why is it important?

Best-selling author John Maxwell said that "to lead with love means it is not about the leader, but about others." This concept isn't just about me. We are all leaders in some aspect of our work no matter our titles. To me, leading with love is about paying attention, being curious, actively listening, showing compassion, empathy and humility, and believing in and serving others. Embodying love at work is important because love makes us do our work well and not just out of responsibility or duty.



**COVID-19 UPDATE**  
**Vaccinations Are**  
**Underway**

**NEW EMPLOYEE PHARMACY**  
**Helpful Tips to Get Started**

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## LEADING WITH LOVE (CONTINUED)

### A Letter from Lori

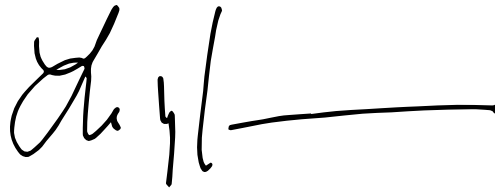
Right now, it's taking a lot of courage for many of us to show up to work. It's hard. Our training and experience have prepared us for what we're dealing with day in and day out but it doesn't mean it isn't emotionally and physically draining. When we can flip the script in our conversations and meetings from, "What I need from you" or "Do this for me" to **"How are you today?"** we begin to intentionally focus on creating relationships and an engaged and loving workplace.

So, ask the question. Make the connection. Show love. Choose to give it away with every interaction you have. I often say you don't have to like everyone you work with, but I believe you do have to love them.

Darren and I plan to do rounds on Christmas morning showing love to all of you working on the holiday.

My wish for each of you is a wonderful and peaceful Christmas and New Year with the added perspective that 2020 (and John Lennon) has shown all of us, "All you need is love."

With love,



### THE NURSE TREE

I am immensely grateful to Dr. Doug Kiburz, orthopedic surgeon at Bothwell Orthopedics & Sports Medicine, for creating this beautiful sculpture of a nurse tree. Kiburz and retired X-ray technician Bob Schwickrath created Cave Folk Creations to combine their woodworking and surgical skills to create sculptures made of wood, stone and twisted copper wire.

Nurse trees are fallen trees that offer seedlings shade, nutrients, water and protection from disease. They nurture and make way for the new generation of trees. I love it for its beauty and gentle reminder that there is always life after death. Stop by my office to see this beautiful piece of art by one of our own!

## THE JOINT COMMISSION STEMI SURVEY

### Working Toward Acute Heart Attack Readiness

On Dec. 18, we completed our first-ever virtual review with The Joint Commission (TJC). The review was for our Acute Heart Attack Ready certification that will standardize and improve coordinated systems for multidisciplinary ST-Elevation Myocardial Infarction (STEMI) heart attack care.

Thanks to everyone who was a part of the review, including the team of Brenda Sprinkle, Lynh Best, Jennifer Unkel and Lauren Cox who literally carried a laptop to every meeting so that Ms. Yates, TJC surveyor, could "see" processes and equipment and ask questions of front line staff in the Emergency Department and Progressive Care Unit.

The review was a success and we all look forward to receiving the official notification that Bothwell is STEMI certified.

**Well done, Bothwell team!**

## COVID VACCINE UPDATE

### Distribution Plan and Process

On Dec. 17, Bothwell Regional Health Center received 975 doses of the Pfizer BioNTech COVID-19 vaccine thanks to the Benton County Health Department, which received more doses than it needed.

As a result, 27 providers and employees received the vaccine on Friday, Dec. 18, and vaccinations for patient-facing health care workers continue this week and next week for those whose appointments were scheduled as of Dec. 23. Vaccines are being administered in the Education Building. Information will be shared when more vaccines are available.

Please note that a 14-day waiting period is required between receiving the flu vaccine and the COVID-19 vaccine.

Bothwell is following the vaccine availability phases provided by the Missouri Department of Health and Senior Services (shown below), so right now the priority for vaccinations is people in Phase 1A.

Phases	Who	Estimated population
Phase 1A	LTCF Staff: SNFs, RCFs, ICFs, ALF	70,000
	Paid & Unpaid Patient Facing HCW with Comorbidities (who are unable to work from home)	102,000
	Remaining Patient Facing HCW	250,000
	LTCF Residents (SNF)	38,000
Phase 1B	LTCF Residents (ALF, RCF, ICF)	18,000
	High Risk Individuals (18-64 YO)	590,000
	>65 YO	1,000,000
	First Responders (Fire, EMS, Law Enforcement)	55,000
	Critical Infrastructure with High Risk	310,000
	Critical Infrastructure (childcare, schools, energy, etc.)	660,000
Phase 2	Populations at Increased Risk (Prisoners, Homeless, etc.)	40,000
Phase 3	General Population	Remaining, unvaccinated population

## STORING COVID-19 VACCINES

### Gardner Denver Sedalia Provides Subzero Freezer

Gardner Denver Sedalia recently loaned a subzero freezer to Bothwell Regional Health Center that is being used to store COVID-19 vaccines.

Gardner Denver is a global manufacturer of compressors, pumps, blowers, and other engineered solutions for various industrial applications. The subzero freezer, which keeps materials cold at -121 Fahrenheit (-85 Celsius) is used at the Sedalia plant to keep parts for the compressor assembly extremely cold to meet high-tolerance fit requirements.

David Wolf, senior safety and quality leader for Industrial Technologies & Services (ITS) Americas at Ingersoll Rand, Gardner Denver's parent company, said the opportunity to loan the freezer to Bothwell came about through a chance meeting between an employee and his physician.

"One of our employees is a patient of Dr. Jeffrey Sharp at Bothwell Family Medicine Associates," Wolf said. "In their conversation, Dr. Sharp mentioned that one of the vaccines needs to be stored at extreme temperatures, and our employee told him that Gardner Denver had a freezer that might work. Dr. Sharp knows me through our service on the Sedalia 200 school board, so he reached out to me. We then contacted the hospital to start a discussion."

Bothwell CEO Lori Wightman said she and hospital staff are extremely grateful to the Gardner Denver Sedalia team for providing this valuable resource to the hospital at no charge, which will ensure that Bothwell can administer COVID-19 vaccines in a timely way.

"As you can imagine every hospital and health center in the country and world is going to need a subzero freezer to store the newly approved Pfizer/BioNTech vaccine, and they're expensive," Wightman said. "It was such a relief to learn that not only would we be able to get a freezer faster than planned but also that it would be at no cost."

Ingersoll Rand's purpose statement is, "Lean on us to help you make life better." Paul Dick, North American operations lead for ITS Americas at Ingersoll Rand, said

this partnership with the hospital is a great example of that statement.

"We want our customers, employees and our communities to lean on us," Dick said. "We are excited to do everything we can to help our hospital and health care workers deploy the COVID-19 vaccine and defeat the virus."



From left to right, Chris Bell, Gardner Denver Sedalia plant manager; David Wolf, Industrial Technologies & Services (ITS) Americas at Ingersoll Rand senior safety and quality leader; Paul Dick, ITS Americas at Ingersoll Rand North American operations lead; and Lori Wightman, Bothwell Regional Health Center chief executive officer.



Bothwell maintenance employees offload a subzero freezer loaned by Gardner Denver Sedalia to Bothwell Regional Health Center. The freezer will be stored on the second floor of the Canon Center for Cancer and Cardiovascular Care and house COVID-19 vaccines. Paul Dick, ITS Americas at Ingersoll Rand North American operations lead, is on the left.

## FINANCIAL HEALTH UPDATE Caring For Our Employees

From March through Nov. 30, 2020, Bothwell has experienced lost revenue and increased pandemic-related operating and capital expenses totaling \$15,819,046. To help cover the loss and expenditures, Bothwell has received \$13,510,957 from federal Coronavirus Aid, Relief, and Economic Security (CARES) Act funding, leaving a \$2,308,090 gap.

Despite this gap and the fervent hope that we will receive additional provider relief funding from the second stimulus package that was passed by the House of Representatives Monday night and the Senate on Tuesday, the Bothwell Board of Trustees voted at its last meeting to approve a significant salary expense for employees who are working on the front lines dealing with the pandemic.

The board approved the pay incentive because it values all employees and recognizes everyone is putting in extra effort to care for patients during a pandemic. Compensation is an important part of Bothwell's benefits package that helps retain our employees and ensures we are competitive with other employers in the area.

Impacted staff includes all hourly employees and any salaried employee providing direct patient care.

Employees receive an additional set dollar amount per hour based on their position and based on worked hours during that pay period. The extra shift incentive pay already in place will continue. The board also approved a pay increase for our lowest-paid staff. Both increases went into effect on Dec. 6, and the total annualized cost for pandemic pay is \$3,193,155.

While this money spent is not budgeted and we continue to spend about \$1 million per month in pandemic expenses, it was important to the board to show employees they are valued and doing the most important work there is to do in the community right now—caring for our family, friends and neighbors. If signed by the President, the legislation passed by both the House and Senate will help us cover these additional expenses.

We will continue to work on the budget, but there just isn't an option to imagine our communities without Bothwell Regional Health Center.

Thank you to everyone for your dedication and service during this time.

HAVE YOU  
RECOVERED FROM  
**COVID-19?**  
Give convalescent **plasma.**



Lab confirmed  
positive swab or  
antibody test  
for COVID-19



Symptom free  
for 14 days



Donate up to 8 times  
Save up to 24 lives

## TO GIVE CONVALESCENT PLASMA

- Go to [savealifenow.org/cpdonor](https://savealifenow.org/cpdonor) and complete the online registration form.
- Upload your lab confirmed positive swab or antibody test for COVID-19.

A Community Blood Center representative will call you to make your appointment.



Community  
Blood Center

816.968.4081 [savealifenow.org](https://savealifenow.org)





## OCTOBER EMPLOYEE OF THE MONTH Heather Avey

Clear communication, keen observations and quick actions are a few of the reasons that Heather Avey is Bothwell's October Employee of the Month.

Avey, Bothwell Cole Camp Clinic receptionist, was nominated by Dr. Misty Todd for being a valuable asset to the clinic.

"Heather helped us get patients added and scheduled in the absence of a provider," said Todd. "She was an enormous help during that time."

Avey's quick observations also help the staff provide better care, Todd shared.

"When she felt a patient wasn't acting normal and was potentially putting other patients at risk, Heather clearly communicated with the rest of the clinic staff about her concerns," she said. "Heather also was quick to alert me when we had an actively bleeding chainsaw injury coming to the clinic. This resulted in faster care for that patient who needed prompt attention."

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

## HOLIDAY HOURS

### Clinics and Centers Christmas and New Year Hours



**All Bothwell Regional Health Center clinics and centers will be closed Dec. 25 for Christmas Day** and have varying hours of operation from Christmas Eve through New Year's Day. Hours are subject to change due to staffing issues related to the COVID-19 pandemic. Check with locations before visiting.

The winter COVID-19 drive-through testing location, at Gate 6A on the Missouri State Fairgrounds, is open 8 a.m. to 4 p.m. Dec. 24, closed Dec. 25, open 9 a.m. to 1 p.m. Dec. 26, open 8 a.m. to 5 p.m. Dec. 28-31, open 10 a.m. to 4 p.m. Jan. 1, and open 9 a.m. to 1 p.m. Jan. 2. People should pre-register by calling (660) 827-7900.

**HOLIDAY HOURS ON NEXT PAGE ►**

## HOLIDAY HOURS (CONTINUED)

### Clinics and Centers Christmas and New Year Hours

The following clinics will have these holiday hours:

**Bothwell Azan Clinic,**

1718 S. Ingram, Suite C, *is closed Dec. 24 and 25, open 8:30 a.m. to 5 p.m. Dec. 28-30; open 8 a.m. to noon Dec. 31, and closed Jan. 1.*

**Bothwell Urology Services,**

1715 South Lafayette Ave., *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-30; open 8 a.m. to noon Dec. 31, and closed Jan. 1.*

**Bothwell Internal Medicine**

**Specialists,** 1712 S. Lafayette Ave., *is closed Dec. 24 and 25, open 8:30 a.m. to 5 p.m. Dec. 28-30, open 8 a.m. to noon Dec. 31, and closed Jan. 1.*

**Bothwell Pulmonary Specialists,**

1712 S. Lafayette Ave., *is closed Dec. 24 and 25, open 8:30 a.m. to 5 p.m. Dec. 28-30, open 8 a.m. to noon Dec. 31, and closed Jan. 1.*

**Bothwell Orthopedics and Sports Medicine,**

2301 S. Ingram, *is open 8 a.m. to noon Dec. 24, closed Dec. 25, open 8 a.m. to 5 p.m. Dec. 28-30, open 8 a.m. to noon Dec. 31, and closed Jan. 1.*

**Bothwell OB/GYN Associates,**

3700 West 10th, Suite 100, *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-30, open 8 a.m. to 3 p.m. Dec. 31, and closed Jan. 1.*

**Bothwell Internal Medicine,**

3700 West 10th, Suite 203, *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-30, and closed Dec. 31 and Jan. 1.*

**Bothwell Ear, Nose and Throat,**

3700 West 10th, Suite 300, *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-30, and closed Dec. 31 and Jan. 1.*

**Bothwell Family Health,**

3700 West 10th, Suite 301, *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-30, and closed Dec. 31 and Jan. 1.*

**Bothwell Family Medicine**

**Associates,** 3401 West 10th St., *is closed Dec. 24 and 25, open 8:30 a.m. to 5 p.m. Dec. 28-31, and closed Jan. 1.*

**Bothwell Pain Clinic,**

1430 Thompson Boulevard, Suite 7, *is open 8 a.m. to noon Dec. 24, closed Dec. 25, and closed Dec. 28-31 and Jan. 1.*

**Bothwell Medical Equipment,**

3143 W Broadway Blvd., *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-30, and closed Dec. 31 and Jan. 1.*

**Bothwell Walk In Clinic,**

3700 W. 10th St., *is open 7 a.m. to 4 p.m. Dec. 24, closed Dec. 25, open 7 a.m. to 7 p.m. Dec. 28-31, and open 10 a.m. to 4 p.m. Jan. 1 and 2.*

**Bothwell Cole Camp Clinic,**

1201 East Main, Cole Camp, *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-31, and closed Jan. 1.*

**Bothwell Truman Lake Clinic,**

1765 Commercial St., Warsaw, *is open 8 a.m. to noon Dec. 24, closed Dec. 25, open 7 a.m. to 6 p.m. Dec. 28-30, open 7 a.m. to 4 p.m. Dec. 31, and closed Jan. 1.*

**Bothwell TLC Pediatrics,**

2925 Clinton Rd., *is open 8 a.m. to noon Dec. 24, closed Dec. 25, open 8 a.m. to 5 p.m. Dec. 28-30, open 8 a.m. to 3 p.m. Dec. 31, and closed Jan. 1.*

**Bothwell Eldenburg Family**

**Practice,** 700 S. Limit, *is closed Dec. 24 and 25, open 8 a.m. to 6 p.m. Dec. 28-30, and closed Dec. 31 and Jan. 1.*

**Bothwell Employee Wellness**

**Center,** 3700 W. 10th St., *is closed Dec. 24 and 25, 26 and 27, open 8 a.m. to 5 p.m. Dec. 28-31, and closed Jan. 1.*

**Bothwell Sleep Center,**

600 E. 12th St., *is closed Dec. 24 and 25, open 8 a.m. to 5 p.m. Dec. 28-30, and closed Dec. 31 and Jan. 1. The Sleep Lab is closed Dec. 24, 25, Dec. 31, and Jan. 1.*

**Bothwell Cancer Center,**

601 E. 14th St., *is open 8 a.m. to noon Dec. 24, closed Dec. 25, open 8 a.m. to 5 p.m. Dec. 28-30, open 8 a.m. to noon Dec. 31, and closed Jan. 1.*

**Bothwell Diagnostic Center,**

990 S. Winchester Drive, *is open 8 a.m. to noon Dec. 24, closed Dec. 25, open 8 a.m. to 5 p.m. Dec. 28-30, open 8 a.m. to noon Dec. 31, and closed Jan. 1.*

**Bothwell Wound Healing Center,**

667 E 15th St., *is open 8 a.m. to 4:30 p.m. Dec. 24, closed Dec. 25, open 8 a.m. to 4:30 p.m. Dec. 28-31, and closed Jan. 1.*

**All clinics and centers will resume normal hours of operation on Jan. 4.**

The Bothwell Emergency Department is open 24 hours per day, seven days a week. Due to COVID-19 concerns, no visitors are allowed in the Emergency Department.

## INTRODUCING THE BOTHWELL EMPLOYEE PHARMACY

### Plan Ahead to Use New Employee Service

The pharmacists and pharmacy technicians at Bothwell's new Employee Pharmacy are excited to help you get the most benefit from your medication and provide you with fast and friendly service. However, we must navigate a gauntlet of state and federal rules, regulations and statutes that can make our friendly service seem not-so-fast.

In order to make your transition to using Bothwell's new Employee Pharmacy as smooth as possible, we have compiled a few helpful tips.

#### **Tip #1: Plan ahead!**

Our pharmacy software system is brand new and we will need to manually enter all of your patient specific information and prescription information into the system. This means the first time you fill a prescription with us may take a little extra time.

#### **Tip #2: Complete the Patient Intake Form**

To help facilitate the process, complete the Patient Intake Form (found on page 10 or in your Bothwell email) and fax it to (660) 826-0595 so we can get a head start on entering your data into our system.

You will need to provide basic demographic and health information such as name, date of birth, address, allergies to medications, as well as your Bothwell employee number, Bothwell insurance card information and a list of dependents covered on your Bothwell insurance. Of course, if you do not take prescription medication or do not plan on using Bothwell Employee Pharmacy you will not need to provide us with any information.

#### **Tip #3: Let us help you transfer an existing prescription**

If you are filling prescriptions at another pharmacy and would like the prescriptions transferred to Bothwell Employee Pharmacy, we would be happy to help you. Generally speaking, transferring your prescriptions is a straightforward process. You can call Bothwell Employee Pharmacy and provide the following information:

- Name of the pharmacy currently filling your prescriptions
- Phone number of that pharmacy
- Name and prescription number of each prescription you would like transferred

The process is the same for any local, national or mail-order pharmacy. Once we have the needed information, Bothwell pharmacists and pharmacy technicians will handle all the work; all you have to do is relax!



*The Bothwell Employee Pharmacy is located on the ground floor of the hospital. Hours will be announced at a later date.*

[READ MORE ON NEXT PAGE ►](#)

## INTRODUCING THE BOTHWELL EMPLOYEE PHARMACY (CONTINUED)

### Plan Ahead to Use New Employee Service

#### Tip #4: Understand some transfers may take time or not be possible

Most prescription transfers will only take an hour or two. There are, however, a few situations where transferring a prescription will take more time or not be possible.

Schedule II controlled substances (Adderall, oxycodone, etc) **cannot** be transferred. A new prescription from your provider will be required.

Additionally, schedule III, IV, V medications (alprazolam, tramadol, Lyrica, etc) can only be transferred ONCE. If you have already had the medication transferred prior to requesting it transferred to Bothwell's Employee Pharmacy, a new prescription will be required.

#### Tip #5: Be mindful of your refills

Another common problem encountered during the prescription transfer process is the number of remaining refills on the original prescription may not be enough to complete a fill. In other words, you may be out of refills and a new prescription will be required. When a new prescription is required on any medication, it is up to the prescriber whether they issue that prescription or not.

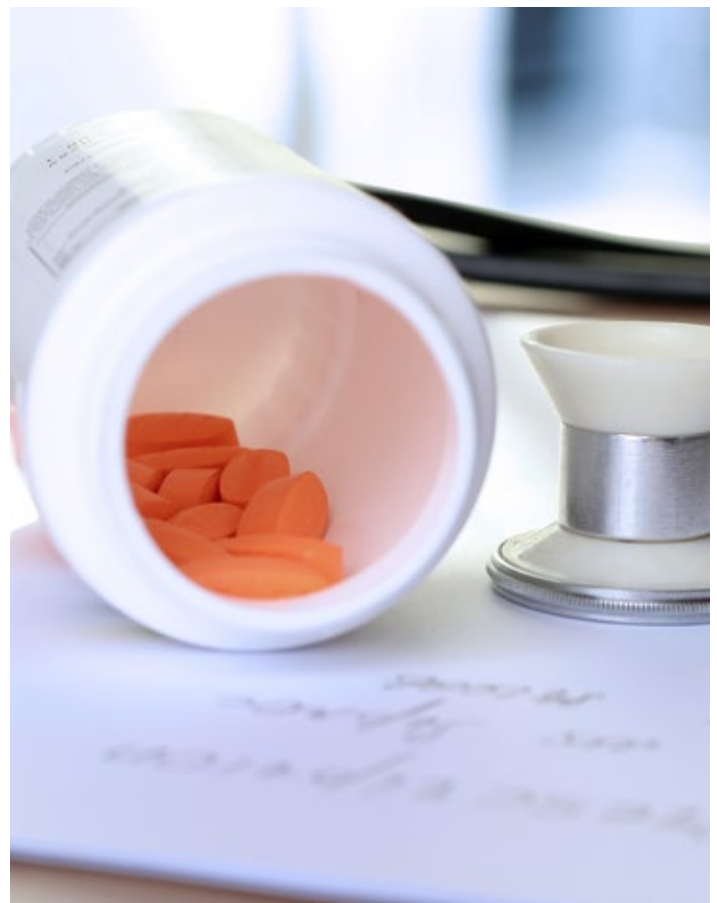
Even though the transfer process is straightforward you need to plan ahead and have the pharmacy start working on your transfers at least a few days in advance of when you need them. Planning ahead will allow the pharmacy time to account for unforeseen issues such as business hour limitations, no refills remaining to be transferred, controlled substance transfers exceeded, or an out-of-stock medication.

A good rule of thumb is to plan at least one full day ahead during the week and three days ahead if crossing the weekend or a holiday so you don't run out of your medication.

#### That's it!

If you have questions regarding Bothwell's new Employee Pharmacy, would like to have your prescriptions transferred, or want to get your information loaded into our system, please call us at (660) 827-9495.

Bothwell's pharmacists and pharmacy technicians have a combined retail pharmacy experience of over 50 years! We look forward to serving the Bothwell family!



[NEW PATIENT TRANSFER FORM NEXT PAGE ►](#)

# NEW PATIENT TRANSFER FORM



- ☐ Med Sync  
☐ Child Resistent Caps  
☐ Easy Off Caps

## PATIENT INFORMATION:

Name:	DOB:
Address:	Home Phone:
City/State/Zip:	Cell Phone:
Email:	Text Notification: <input type="checkbox"/> Yes <input type="checkbox"/> No
Drug Allergies?	YES / NO If YES, list:
BRHC Employee:	Relationship:

## INSURANCE INFORMATION:

	Primary	Other
Cardholder:		
ID #		
RX BIN:		
RX PCN:		
RX Group:		

## PRESCRIPTION INFORMATION/TRANSFER PHARMACY:

Drug Name/Rx #	Fill or Hold	Drug Name/Rx #	Fill or Hold
1.	Fill / Hold	6.	Fill / Hold
2.	Fill / Hold	7.	Fill / Hold
3.	Fill / Hold	8.	Fill / Hold
4.	Fill / Hold	9.	Fill / Hold
5.	Fill / Hold	10.	Fill / Hold

☐ See Attached Sheet

Transfer Pharmacy		Office Use Only	Contact Name	Date / Time
Name	Phone			

## OFFICE USE ONLY

Preferred Method:	(circle) Pick Up	Deliver to Clinic	Mail
BRHC Clinic/Campus:			
Payroll Deduction:	<input type="checkbox"/> A/R Account	<input type="checkbox"/> EID field in Pt Profile	<input type="checkbox"/> EID in A/R Street Field
Records on File:	<input type="checkbox"/> Drivers License	<input type="checkbox"/> Insurance Card(s)	<input type="checkbox"/> Employee ID Card
Completed by:	Date/Time:		

## FROM THE BOTHWELL{NESS} COMMITTEE

### Setting SMART Goals for 2021

What would you like to accomplish in 2021? Some people have a clear answer to this question. These people have mastered the skill of active goal setting. They set goals and crush them each time. This article is not for such people. This article is for people like you and me. People who struggle with setting and achieving our goals. In this article, we'll go through some examples of goals you can set for 2021 to make it your best year yet.

#### **Areas of Your Life Where You Should Set Goals**

When coming up with new year's resolutions, it's recommended that you set goals for the following areas of your life.

##### ***Career and Business***

To progress in your career or grow your business, you need to know what you want and what you'll do to achieve this. Maybe you want to be a senior partner at your workplace, or perhaps you have your sight set on entrepreneurship. Or maybe you want to take a one-year sabbatical and pursue your passion. By setting clear goals for 2021, you're one step closer to achieving your career dream.

##### ***Family and Relationships***

I don't know if you're like me, but family is the most important thing. Which is why it's essential to set family and relationship goals when coming up with new year's resolutions. Maybe you want to spend more time with your kids or spouse. Or perhaps you're looking to maintain a strong relationship with your parents. Setting family and relationship goals for 2021 will surely help you achieve these.

##### ***Financial***

This is perhaps one of the most popular aspects of life when it comes to setting goals. Everyone wants to achieve financial freedom. Maybe you want to be able to afford your sabbatical as you pursue your passion. Or perhaps, you want to live debt-free or retire early. By setting your financial goals, you'll be one step closer to achieving financial freedom.

##### ***Health and Fitness***

Health and fitness is another aspect of life where most people set goals. For some, it's losing weight, while for others, it's gaining weight. Whatever your health and fitness desire is, it's essential to set clear and measurable goals to keep you focused and motivated.

##### ***Spiritual***

The spiritual aspect of life is perhaps one of the most neglected when it comes to setting goals. However, it's essential to set goals to help you grow spiritually. Whether you're looking to become more grateful or want to achieve a state of inner peace in the new year, setting goals for these dreams will help you to move closer towards their achievement.

##### ***Educational***

If you want to remain in a state of continuous growth, it's crucial to develop a lifelong learning culture in any aspect of your life. Which is where educational goals come in. Educational goals help you to expand your future. Whatever aspect of your life you want to improve, having clear goals in 2021 on the skills and proficiencies you'd like to learn will come in handy.

#### **Essential Guidelines to Setting Goals**

Even before we get into examples of goals, it's vital first to learn the basics of goals setting. When you sit down to set goals for 2021, consider the following steps:

##### ***Think About Your Lifetime Goals***

What is it you want to achieve in your life? What do you want your legacy to be? Although most people have an idea of how they'd want their lives to turn out, very few know how to get there. Thinking about your long-term vision allows you to know what goals need to be set for the different aspects of your life.

[READ MORE ON NEXT PAGE ►](#)

## FROM THE BOTHWELL{NESS} COMMITTEE (CONTINUED)

### Setting SMART Goals for 2021

#### *Make Your Goals Smart*

After coming up with your lifetime goal, you should then break it into smaller achievable chunks. These smaller goals need to be SMART. For every aspect of your life that you set goals, make sure that these plans are:

- Specific, clear, and well defined
- Measurable
- Attainable and realistic
- Relevant to your lifelong goals
- Timebound/have deadlines

#### *Write Them Down*

If you want to achieve your goals, you should make a point of writing them down. Committing your goals to paper and the steps required to achieve this goal will help you remain accountable. When writing your goals, frame them in a positive statement, as this improves your retention and motivation rate. You should also frame the goals in a place where they're visible. Having a constant reminder of your dreams will help you to remain motivated.

#### *Create Milestones and Track Progress*

Most people give up on their dreams because they feel that their goals are too big and overwhelming. However, that shouldn't be the case. Dividing your goals into small achievable milestones allows for it to feel more attainable. These little milestones also act as a source of motivation — with each completed milestone, you become more motivated to work on your goals. It's also essential to develop a way to track each of your goals. By tracking, you'll be able to know whether you're progressing or not.

#### *Think About the Why*

If you want to remain motivated as you work toward your goals, it's vital to think about the "why." Why do you want to achieve that goal? Self-growth experts explain that having a concrete reason for working on a specific goal allows you to remain motivated despite any challenges and setbacks.

**Source: Bijan Kholghi, Life Coach and Entrepreneur.**

**For more information visit:**

<https://www.coaching-online.org/goals-for-2021/>



# BOTHWELLNESS

## PATIENT SAFE HANDLING INITIATIVE

### What Patient Safe Handling Equipment is Available at Bothwell?

The use of a lift can be the difference between a staff injury or a patient fall. Daily frequent improper lifting causes strain on joints and muscles. These frequent micro-injuries eventually accumulate over time and a simple task such as picking up a towel off the floor can cause a significant injury. Lifts are a way to prevent these injuries.

Review the chart below to assist you in knowing which type of lift to utilize and where they can be quickly located.

MECHANICAL LIFT	LOCATION	WEIGHT CAPACITY	PAD LOCATION	REUSABLE PADS	COMMENTS
HOYER	2SW/PEDS AREA	700 LBS	STORED WITH LIFT	REUSABLE	
MEDILIFTER	3SW	600 LBS	STORED IN CORNER CLOSET	REUSABLE	
CEILING LIFTS	PCU ROOMS 243, 244, 245, 246	600 LBS	STORED IN CLEAN UTILITY ROOM, CENTER SHELF	REUSABLE	MUST BE CHARTED AND LOCKED INTO BASE TO WORK
GOLVO	2SW, THIRD FLOOR CLASSROOM	440 LBS	LOCATED WITH LIFT	REUSABLE AND HAVE DISPOSABLE OPTION	ONLY LIFT ABLE TO GET A PATIENT IN/ OUT OF CARE AND ON/OFF FLOOR
SIT TO STAND "SABINA"	CCU, 2SW, 3SW	440 LBS	LOCATED WITH LIFT	REUSABLE AND HAS DISPOSABLE OPTION VARIOUS SIZES (XS, S, M, L, XL)	S, M, L PADS LOCATED WITH LIFT; OTHERS IN THIRD FLOOR CLASSROOM
MEDIMAN	CCU, ORTHO, PCU	400 LBS	LOCATED WITH LIFT	REUSABLE	

#### Other important equipment:

**HoverMatt** – Used primarily in surgery and as needed on any floor

- Used to laterally transfer patients
- Should be used for all bariatric patients (versus a mechanical lift)

**HoverJack** – Located in PCC office

- Used to return a patient to bed after fall to floor

**Gait Belts** – Located at each nurses station in various sizes

- Used with every patient on fall precautions and should be placed in the room upon admission
- Used during transfers and ambulation

Page Patient Care Coordinator (#6) to bring a HoverMatt or HoverJack to nursing units.

**Talk with your manager regarding equipment needs or bring your ideas to the Fall Team and Safe Patient Moving Handling Committee.**

## KEY AWARDS

Lesley Jackson  
Luch Hughes  
Ashely Hill  
Stephanie Meyer

Kinna Cramer  
Whitney Watring  
Patty Bock  
Helen Fisher

### I NEW EMPLOYEES

**Jamie Aldridge**  
*Progressive Care Unit*

**Cynthia Draffen**  
*Bothwell Walk-in Clinic*

**Veronika Mezentsev**  
*Progressive Care Unit*

**Shandell Robinson**  
*Radiology*

**Pamela Arnold-Thomas**  
*Security*

**Vicki Hedrick**  
*Pathology*

**Amanda Parker**  
*Clinic Billing*

**Lucas Scott**  
*Housekeeping*

**Shadow Bain**  
*Housekeeping*

**Sarah Kivett**  
*3 Southwest*

**Aaron Pate**  
*Centralized Scheduling*

**Jessica Tackett**  
*Progressive Care Unit*

**Peter Balatsky**  
*Housekeeping*

**Justin McCarthy**  
*Cardiology*

**Rashell Ridlen**  
*Radiology*

**Andrea Tippet**  
*Health Information  
Management*

**Emily Bivins**  
*Bothwell Internal Medicine  
Specialists*

**Kari Meyers**  
*Bothwell Orthopedics &  
Sports Medicine*

**Fernando Rivera**  
*Dietary*

**Liliya Yaroshenko**  
*Employee Wellness Clinic*

### AUXILIARY NEWS

#### Gift Shop Temporarily Closing Jan. 1

The Bothwell Auxiliary has made the decision to suspend Gift Shop services Jan. 1, 2021 through Feb. 28, 2021. While auxiliary volunteers appreciate our support of the Gift Shop and prefer to be here to support us, the health and well-being of our volunteers is of the utmost importance.

In an attempt to clear out items that will expire during this time, the Gift Shop is offering a 50 percent discount toward most edible items.

**Please take time to stop by the gift shop before Dec. 31 to stock up on your favorites!**

### FOUNDATION NEWS

#### Memorials and Donations (since last issue)

**In memory of JaEllen Hickman**

Jenny Force  
Jan Henson  
Nursing Leadership

**In memory of Phoebe Moore**

Nursing Leadership

**In memory of Roger and  
Marian Bredecke**

Beth Everts

**In memory of Major Pat Hoey**

Mike and Joy Simon

**In memory of John Snyder**

Kimberly Rieckhoff

## FOUNDATION NEWS

### Employee Giving Campaign Update

In this season of giving and thanks, the Bothwell Foundation offers all Bothwell employees a heartfelt thank you for helping make this year's employee giving campaign a success! We truly appreciate everyone's generosity and commitment to making Pettis and Benton counties healthier communities.

**This year, Bothwell employees have pledged over \$30,000 to the Bothwell Foundation and the United Way of Pettis County to improve the health in our community.** Thank you for not only providing great care to our community, but amazing support.

Sincere thanks,

**Stafford Swearingen**, *Bothwell Foundation Board President* and the **Bothwell Foundation Board**

## FOUNDATION NEWS

### Bothwell Foundation Board Holiday Project

Last year, the Bothwell Foundation Board started a new tradition where the board sponsors a Bothwell Regional Health Center patient or individual to help out for the holidays. This year, the Bothwell Foundation provided a little warmth and Christmas cheer to a cancer patient.

The Bothwell Foundation Board raised funds to help purchase a new furnace and install new ductwork and a propane tank for this individual! Special thanks to Premier Climate Control for their donation of a furnace, MFA-Otterville for working us into their busy schedule to get a propane tank installed, and Lucas Sheeley and Randy Smith (Bothwell Facilities Management) for installing the unit for us!

**It was a team effort, and we are thankful we are able to make the difference in our patient's lives.**

## FOUNDATION NEWS

### Casual Fridays

Did you know you can pay to dress down for multiple weeks with a \$5, \$10, or \$20 bill OR make a check out to the Bothwell Foundation? Pay for six months or the full year all at one time, and get a discount. For \$45 you won't have to worry for a whole year about paying each week to wear jeans or your fun scrub tops on Fridays!

See the form on the IntraWeb – Forms > Foundation Forms > [Casual Day donation form.](#)



## FOUNDATION NEWS

### Bothwell CARES Holiday Project

Thank you to all employees who participated and donated to our Bothwell CARES Holiday Project! Over 280 items were sponsored/donated to eight different Bothwell employee families to provide them with a wonderful Christmas.

**Thank you so much for your generosity!**



## FOUNDATION NEWS

### Wear Red for Women Luncheon

**Tickets for the 2021 Wear Red for Women luncheon on Feb. 26 will be on sale in January.** At this time, we are anticipating that the event may evolve into a virtual event. More information and details will be available soon.



## FOUNDATION NEWS

### Getting in the Christmas Spirit

A few festive and friendly elves (also known as Randy Smith, Facilities; Terri Deer, Dietetics; Brad Nicholson, Pharmacy; and Jan Henson) decorated the Bothwell CARES Holiday Tree after all the tags for needed items were selected. Thanks, elves!

## FOUNDATION NEWS

### Order Your Heart Month T-Shirt Today



## Bothwell Heart Month Shirts

Short Sleeve.....\$15.00

Long Sleeve.....\$20.00



**Orders and Payment Due by Friday, Jan. 15**

*All proceeds benefit the Bothwell Foundation's Camye Callis-Gaspard Heart Fund.*

### Bothwell Foundation T-shirt Order Form

**Shirts are \$15 for short sleeve or \$20 for long sleeve. Orders due Friday, 1/15/21.**

Name: \_\_\_\_\_

Department: \_\_\_\_\_

☐ Check here to pay with Payroll Deduction &

Provide Employee ID #: \_\_\_\_\_

#### Adult T-shirt Size (unisex):

\_\_\_ Small \_\_\_ Medium \_\_\_ Large \_\_\_ XL

\_\_\_ 2XL \_\_\_ 3XL \_\_\_ 4XL

#### Youth T-shirt Sizes:

\_\_\_ Small \_\_\_ Medium \_\_\_ Large \_\_\_ XL

\_\_\_ Long Sleeve \_\_\_ Short Sleeve

**Total Payment Due: \$ \_\_\_\_\_**

Turn in completed form and payment to the Bothwell Foundation/Marketing office or mailbox. Make checks payable to the Bothwell Foundation.

For more information, contact the Bothwell Foundation at ext. 7786.

## JANUARY BIRTHDAYS



Diana Sokolowski.....	2
Jordan Crockett.....	2
Amy Romans.....	2
Tiffany Borgstadt.....	3
Amy Carr .....	4
Laura Wyrick .....	4
Jacquelyn Snow .....	4
Tasha Stokes.....	4
Amy Huber.....	4
Sondra Barber .....	4
Mary Ann Cook .....	5
Deana Goalder.....	5
Dr. Lori Nolla .....	5
Karen Kain .....	6
Mimi Johnson .....	6
Helen Fisher.....	6
Shasta Nardi .....	6
Jennifer Stagner.....	6
Carrie Brown.....	7
Amanda Sportsman .....	7
Tala Hinck .....	7
Christina Jackson.....	8
Kailyn McMillin .....	8
Alicia Hofstetter .....	10
Amy Walker .....	11
Ronda Bachman .....	11
Kelly Crosswhite .....	11
Megan Rosales.....	11
Marc Dougherty .....	12
Elizabeth Dye.....	12
Lucy Haston .....	13
Dr. Julie Cahill.....	13

Andrea Tippet.....	13
Heidi Schwartz .....	14
Dr. Abraham Azan .....	15
Brian Hermanson .....	15
Christina Oelrichs.....	15
Janice Johnson .....	16
Michelle Kirkpatrick .....	16
Kiersten Labus.....	16
Tina Prophet.....	16
Dwayne Quick.....	16
Tom Fairfax .....	17
Rachel Caldwell.....	17
Hana Lingenfelter.....	17
Megan Ray.....	18
Jason Pals.....	19
Kristina Izoita.....	19
Dr. Peri Ananth.....	19
Kristy Starke.....	20
Christine Matacua.....	20
Rachel Anderson .....	20
Francine McRae .....	20
Brianna Radu.....	20
Kayla Butler .....	21
Sharon Eikel.....	21
Jennifer Gamber .....	21
Grace Linn.....	22
Teresa Friedlander .....	23
Nicole Porter.....	23
Stephanie Hathaway.....	23

Brittany Roach .....	23
Alex Kresse.....	23
Shea Haskew .....	24
Samantha Marriott-Meek .....	24
Kara Sheeley.....	25
Courtney Stoner .....	25
Devin Niederwimmer .....	25
Marijane Lane .....	25
Dr. Alan Allmon.....	26
Debbie Hagle .....	27
Sarah Hopper .....	27
Samantha Unkel.....	28
Holli Bircher.....	28
Jacquelyn Strobe .....	28
Steve Davis .....	29
Rachelle Mateo .....	29
Dr. Stephanie Lind .....	29
Faith Barker .....	29
Joshua Warner .....	29
Jennifer Rehmer.....	30
Dr. Greg Doak.....	30
Cheryl Glines.....	30
Jessica Bohnstengel.....	30
Peter Balatsky.....	30
Xiomara Hernandez Medrano .....	31
Dr. David Kuhlmann .....	31
Staci Petersen.....	31