

Employee Healthbeat

From the desk of Sara Smith, LPN, infection prevention

The importance of hydration for young athletes

School has started, and many are parents of young athletes. Here are some important tips for keeping children and teens hydrated while playing sports. Proper hydration can boost athletic performance and reduce risk of injury.

Benefits of hydration

While drinking enough water may seem like a simple action, it impacts virtually every aspect of sports performance.

Staying hydrated increases energy, improves movement, recovery and agility, thermoregulation, and aids in mental clarity and activity – all of which can improve physical performance and reduce the risk of injuries.

Why is hydration important in sports?

Almost every measurement of performance – aerobic endurance, strength, power, speed,

agility and reaction time – decreases with as little as 2 percent dehydration.

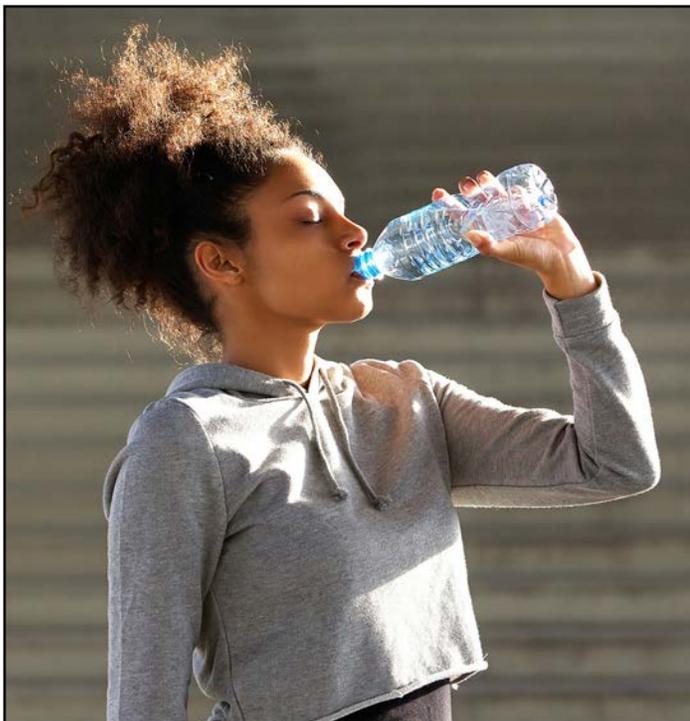
Benefits of staying hydrated include:

- Improved muscle function. Hydrated muscles function better than dehydrated muscles.
- Regulated blood pressure. Staying hydrated helps maintain blood pressure during exercise so the heart doesn't work harder to maintain normal blood pressure.
- Improved circulation. Staying hydrated also improves blood flow and circulation and thus the delivery of oxygen and nutrients to working muscles. Good hydration also helps remove metabolic byproducts and waste from muscles, while replacing the water that is lost through sweat.

How can proper hydration help young athletes reduce injury risk?

Dehydration contributes to muscle fatigue, which can increase the risk for injury. Staying adequately hydrated can help reduce muscle fatigue and reduce the risk of injury.

As athletes exercise, their core body temperature rises. In response, the body sweats to dissipate excess heat so it doesn't overheat. Staying hydrated replaces the water lost through sweating and is essential for thermoregulation, helping to prevent cramps, heat exhaustion and heat stroke.



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Recommended daily water intake for athletes

Fluid needs vary based on activity, intensity, environmental conditions, body size of the athlete and training status. The more highly trained an athlete is, the more he or she will sweat and require more water.

To maintain optimal hydration throughout the day, young athletes should drink ½ to 1 ounce of water per pound of body weight. To maintain peak performance during exercise, they should minimize water weight loss to no more than 2 percent of their body weight. This means that a 100-pound athlete should lose no more than 2 pounds during a workout.

Continued on p. 2.

Employee Healthbeat

From the desk of Sara Smith, LPN, infection prevention

The importance of hydration for young athletes (from p. 1)

Athletes should drink plenty of water in the hours leading up to practice. Continue taking four to six big gulps of water every 15 to 20 minutes during exercise. After exercising, drink 24 ounces of water for every pound of water weight lost during a workout.

Calculating sweat rate

Knowing an athlete’s sweat rate is important when monitoring hydration. Sweat rate is the amount or rate at which a person sweats. To calculate sweat rate, measure weight before and after a workout. The difference in the weight indicates how well the athlete is staying hydrated and whether it’s within the healthy guidelines. The weight difference plus any fluids consumed during workout equals the sweat rate. Understanding this number will guide the amount of fluid needed during the workouts or practices.

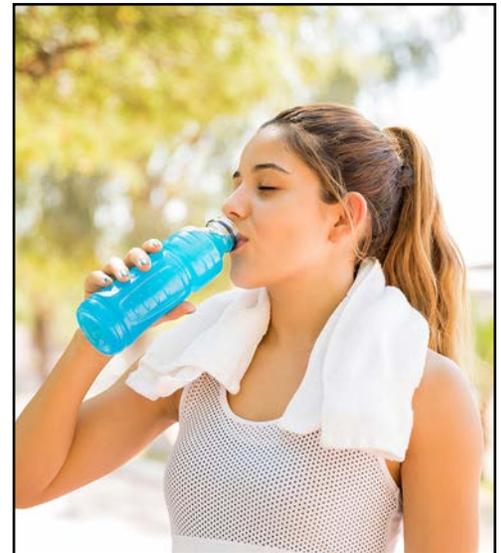
Water or sports drink: What is best for athletes?

If young athletes are working out for one hour or less, water is generally sufficient to keep hydrated. Sports drinks may be recommended in certain situations, including when:

- Exercising more than 1 hour
- Engaging in intense workouts
- Practicing or playing in extreme environmental conditions, such as high heat and humidity
- Excessive sweating occurs, i.e., being a “heavy sweater”

In these situations, experts recommend a sports drink containing at least 110 to 240 mg of sodium per 8-ounce serving. This will replace fluid and electrolytes lost through sweat.

Children’s Health contributed to this article. More information can be found at www.childrens.com. ●●●



Recent Employee Milestones

From the desk of Shannan Hempler, human resources

June		July		Chelsea Hageman	2 years
Ruth Mizell	37 years	Ty Bruton	35 years	Robin Akins	1 year
Shannan Hempler	24 years	Lana Jones	22 years	Emily Brack	1 year
Nikki Wright	21 years	Brenda Dole	8 years	Jessah Daymiel	1 year
Deanna Hawks	15 years	Katie Wagner	6 years	Lauren Heersink	1 year
Klare Bliss	13 years	Alasia Kenney	6 years	Eden Nickell	1 year
Whitney Criqui	11 years	Spencer Shirk	3 years	Divine Tan	1 year
Christen Skrdlant	11 years				
Bethanie Ellis	5 years	August			
Shaelin Beckstrom	2 years	Lynne Lewis	25 years		
Sandi Ross-Crowder	2 years	Mitch Bartels	20 years		
Lauren Schumaker	2 years	Kim Green	15 years		
Cassie Stewart	2 years	Sherry White	14 years		
Addison Brooks	1 year	Elsa Temmel	9 years		
Mary Mann	1 year	Alisha Simmons	5 years		
Mitch Stahl	1 year	Ryan Bainter	2 years		



In the Spotlight

Importance of having a primary care provider

Source: Dr. Miranda McKellar

Primary care providers (PCPs) play an integral role in health care. If you don't have a primary care provider, you could be missing out on important health guidance.

"The best part about having your own primary care provider is being able to have somebody who knows your medical care better than anybody else, somebody who knows your medical problems inside and out, and can help you make decisions when needed," says Dr. Miranda McKellar, family practice and obstetrics physician for Norton County Hospital.

Meeting with a PCP

If you're establishing with a new primary care provider, it's important for the PCP to have access to your previous medical records. Typically, the first visit involves collecting a basic medical history.

"We talk about family history, your social history, and just work to get to know you and figure out what things we need to focus on to make sure patients stay healthy," notes Dr. McKellar.

Your PCP is also a great resource for managing results you may have gotten after seeing a specialist. Oftentimes, specialists don't have the time to spend with patients and answer all their questions. A PCP can help fill that void.

How often should you see your PCP?

A patient's current state of health will dictate how often he or she needs to schedule a PCP visit. Someone who struggles with health issues may need multiple visits per year, while otherwise healthy individuals can usually get by with an annual visit.

The important thing is to make and keep regular appointments. That way, the PCP can notice any significant changes month-over-month or year-over-year.

"When my patients come in for visits, we pay attention to their vitals, make sure their blood pressure is okay, check their weight and make sure they're taking their medications properly," explains Dr. McKellar. "Once you get to know those patients, you can notice subtle changes in their mood or how they're doing with managing their medications. These are things specialists may not notice because they don't know you as well."

Children need to be seen more frequently, especially in their very early years. This is to ensure they're hitting developmental milestones on time, as well as receiving their appropriate vaccinations. PCPs are always on the lookout for childhood diseases as well.

You and your PCP: A health-forward team

To make the most of your PCP appointments, Dr. McKellar encourages patients to keep a written record of their health concerns.

"It's easy to forget when you're in the office," she says. "So, write things down, and then just make sure you and your primary care provider are a team and that you can work on your health together and make the important decisions together."

Norton Medical Clinic currently has the following medical providers on staff who are accepting new patients: Miranda McKellar, MD; Theresia Neill, MD; Josh Gaede, MD; Jonna Inman, APRN; and Kristin Vogel, PA-C. Dakota Dreher, MD, is an internal medicine physician who is blending primary care into his practice, and he is accepting new patients starting September 2022.

To establish care with a PCP at Norton Medical Clinic, please call 785-877-3305. More information about Norton County Hospital and its medical staff may be found online at www.ntcohosp.com. ●●●



In the Spotlight

Pulmonary rehabilitation: Bringing greater quality of life to patients with lung disease

Source: Lacey Ninemire, RRT

Breath is life. So, if you're struggling with lung function, it can be troubling. Fortunately, there are options to help get you through the effects of lung disease.

Pulmonary rehabilitation is a program of education and exercise to increase awareness about a patient's lungs and lung disease. It benefits people who have diagnoses such as COPD, asthma, pulmonary fibrosis, pulmonary hypertension and weight-associated breathing disorders. Of course, the big recent one is COVID-19.

Lacey Ninemire, registered respiratory therapist with Norton County Hospital, shares information about the pulmonary rehab program at the hospital.



What does the program involve?

Typically, the pulmonary rehab program consists of 36 sessions.

"We meet two to three times a week. Two is the minimum you can meet. If someone is absolutely super gung-ho, we can do it four days a week," states Ninemire.

During the first appointment, patients undergo a six-minute walk test. This is used for quality control and tracking—as it is repeated at the end of the program. After that first session, sessions involve breathing exercises, physical exercise and education.

"We'll do education a minimum of once every week, but it can be more depending on the patient and what his or her needs and requests are," adds Ninemire.

While some of the exercises can be done at home, having patients in a structured, monitored environment with professionals who have high-level expertise really can't be beat. The goal with pulmonary rehab is to provide patients with the skills they need to manage their pulmonary disease.

"With most of the pulmonary diseases, once you are diagnosed with them, you never get rid of them. They are usually progressive," explains Ninemire. "So that's one of the great things about pulmonary rehab. We teach you about breathing and how you should breathe, why you should breathe the way we're teaching you. We teach you about diet, because some foods can actually cause a person to have increased work of breathing."

What can patients expect?

When a patient starts pulmonary rehab, he or she sets certain goals—ones that are measurable and hopefully attainable. For example, it might be something as simple as being able to walk up and down the stairs a couple of times a day.

"Depending on the patients and how much effort they put into it and how much they listen and are receptive, we'll start seeing decent results within the first 15 sessions," shares Ninemire. "Even if we're just giving them techniques to help cope with everyday life things, sometimes for me, it's rewarding for someone to say, 'I didn't get quite as short of breath doing this as I normally do.' For me, that's a win, and that's a huge win for certain patients."

"Basically, our goal is to help the patient get a little bit better and to be able to live their life, and still have a quality of life with this pulmonary disease," she adds.

More information about Norton County Hospital's new pulmonary rehab program can be found online at <https://www.ntcohosp.com/services/pulmonaryrehab.html>. ●●●



In the News

From the desk of Katie Allen Wagner, communications and foundation



NCH hires new CFO

Norton County Hospital is pleased to announce it has hired ReChelle Horinek as its new Chief Financial Officer. She began her position in August 2022.

Horinek has more than 15 years of combined work experience as a hospital CFO and served in this capacity for various hospitals in the northwest Kansas region. She was most recently CFO at Logan County Hospital in Oakley. She earned an associate's degree in accounting from Colby Community College and is working toward completing her bachelor's degree online from Grand Canyon University.

Horinek is a member of the Healthcare Financial Management Association (HFMA) and Kansas Hospital Association Finance and Reimbursement Committee. She is a Certified Rural Health Clinic Billing and Coding Specialist and a Certified Revenue Cycle Representative of the HFMA.

Horinek lives in Selden. In her free time, she enjoys spending time with her family, gardening, antique shopping and baking.

"I'm delighted to join Brian and the team at Norton County Hospital! Having grown up in northwest Kansas, I know how important health care is to rural communities," Horinek said. "Increasing concerns about access to care and decreasing reimbursement weigh heavily on community hospitals. I'm excited to use my experience in health care finance

to help Norton County Hospital maximize its current services and help it grow for the future."

"We are excited to have ReChelle join our team," said Brian Kirk, Norton County Hospital CEO. "She has tremendous background and experience leading finance activities at several critical access hospitals in our vicinity. ReChelle and I worked together in the past, and we converted that hospital from a 'going concern' annual audit report opinion to a financially viable operation. She will bring some key strengths to our organization that will help make NCH the best place to work, receive health care and practice medicine. Please join me in giving her a warm welcome to Norton County Hospital."

Norton County Hospital is excited to add ReChelle Horinek to the team and Norton community. ●●●

Kane to offer anesthesia coverage at Norton County Hospital

Norton County Hospital is pleased to welcome Jedidiah (Jedi) F. Kane, certified registered nurse anesthetist (CRNA), to oversee anesthesia services at the hospital through a partnership with Midwest Anesthesia Alliance (MAA).

Kane will live and work in Norton, as part of this contracted partnership between NCH and MAA. Kane began his work with the medical team in Norton in June.

Kane said he is seeking the slower pace of life and quiet that a cozy rural community offers. He comes from a military family, and he has lived and traveled all over the U.S. He graduated with a Bachelor of Science in Nursing from the University of Tennessee. From there, he worked critical care at UAB Hospital in Birmingham, Alabama, before attending St. Joseph Hospital School of Nurse Anesthesia in Providence, Rhode Island, where he graduated with a Masters in Anesthesia after training in hospitals across New England including Hasbro Children's Hospital in Providence and the Boston Veterans Hospital.

Kane and his wife, Amy, have four wonderful children and a feisty dog. He is

a world traveler whose interests include grappling with complex social issues through literature, cinema and music. He said he loves all types of food, though he treasures Amy's culinary skills above all else. He is also a tech and science enthusiast who likes to keep up with his wide-cast friends and family via online gatherings and games.

Norton County Hospital's partnership with MAA began Nov. 1, 2020. It has expanded the availability to provide high-quality, safe and efficient anesthesia services at Norton County Hospital 24/7, 365 days a year.

Founded by Kansans in 2008, MAA is dedicated to providing high-quality clinical care to rural Kansans. MAA will work collaboratively with hospital administration, physicians, and medical staff to improve communication, optimize efficiency, and improve overall perioperative performance and patient throughput.

Norton County Hospital is a 25-bed critical access hospital and Level IV trauma center. Along with the Norton Medical Clinic, it provides medical services for residents in Norton County and surrounding northwest Kansas and southwest Nebraska communities. The hospital has 130 dedicated and skilled employees to assist the medical providers in all levels of inpatient care, a full range of outpatient ancillary services and several visiting physician specialty clinics.





COMMUNITY TOWN HALL MEETING

**TUESDAY,
SEPT. 27TH
5:30-6:30 P.M.**

If you plan to attend in person, an RSVP is appreciated by Sept. 23rd to get a food count. Contact Katie Wagner at the number below or kallen@ntcohosp.com.

More information can be found online at www.ntcohosp.com.

785-877-3351

Join us in person or virtually to learn updates about Norton County Hospital & Norton Medical Clinic! These meetings will be hosted on a quarterly basis.

Two ways to join!



In person

Refreshments will be provided!
Prairie Land Electric Basement
14935 US-36, Norton, KS 67654



Virtually

Check out the meeting via Facebook Live from the Norton County Hospital & Clinics page (@nortoncountyhosp).



At every stage of life, we are here!

Other Celebrations

Celebrating outstanding work with the latest ‘Employees of the Month’

Ryan Bainter in Radiology was named Employee of the Month for June 2022! His nomination read: “Ryan is the kindest person. He is so easy to work with and is incredible with the patients here. We are so lucky to have him as an employee! He has really great customer service skills. He always makes the patient at ease and shows great compassion. He is a great example of the AIDET (acknowledge, introduce, duration, explanation and thank you) service model.” Congrats, Ryan! *Photo of Ryan below, left.*

The Employee of the Month for July 2022 was Travis Nykamp in Outpatient Nursing! His nominations read: “He is very eager to help out other departments, willing to be called in, very versatile, nice and pleasant with staff and patients. He is always so helpful with patients and really cares about them. He goes above and beyond for each patient and also stays cool and calm in situations that are out of the ordinary. He is a great asset to NCH!” Congrats, Travis! *Photo of Travis below, center.*

Shelby Fisher was the Employee of the Month for August 2022! She works as a patient access representative in Rehabilitation. Her nomination read: “Shelby helps out wherever she is needed without complaining. She does more than what is necessary of her position and is so good at her job. We are lucky to have her!” Congrats, Shelby! *Photo of Shelby below, right.*



NCH establishes routine pain management clinic

Norton County Hospital offers a pain management clinic, currently twice per month with Jacob Miller, CRNA (*photos below and at right*). To find out more, talk with your primary care provider! Or, you can contact Judy Wenzl, BSN, RN, surgery supervisor at 785-877-3351.



Other Celebrations

Welcome, Dr. Dreher!

We'd like to welcome Dr. Dakota Dreher to our team! A graduate of the University of Kansas, Dr. Dreher is joining us as an internal medicine physician starting Sept. 1. To make an appointment with him, call Norton Medical Clinic at 785-877-3305.

Photo below.



Thank you, Commissioners!

Norton County Hospital would like to sincerely thank the Norton County Commissioners for their ongoing commitment to assist with equipment improvements and for recently granting \$50,000 to the hospital. These funds will be used to purchase an updated cardiopulmonary system, which will aid in patient monitoring for both cardiac rehab and pulmonary rehab – a newly added service.

Lacey Ninemire, cardiopulmonary rehabilitation manager at NCH, said the new system will have numerous benefits, including a better tracking system for patient outcomes for both the cardiac and pulmonary programs, newer technology with enhanced monitoring to help keep patients safe, and a streamlined admission and discharge process that saves time for both staff and patients. Any funds remaining after the cardiopulmonary system purchase will be put towards upgrading the hospital's telemetry equipment.

Norton County Hospital CEO Brian Kirk said the new cardiopulmonary system will interface with the new electronic medical records system provided by Cerner that the hospital is currently working on implementing. Investments such as these are making Norton County Hospital the best place to work, receive health care and practice medicine.

In addition to this recent support, the Norton County Commissioners approved a mill levy increase to provide more funding for Norton County Hospital. Last fall, they provided \$300,000 for new x-ray equipment. The support is greatly appreciated and will help the hospital tremendously as it envisions providing "well-resourced, sustainable, high-quality health care" for the region.

thank you

HERT practice

The Hospital Emergency Response Team (HERT) for NCH practices donning/doffing our decontamination gear annually as part of our ongoing Emergency Preparedness training. Kudos to this crew for going above and beyond. This team is completely volunteer, and we appreciate their efforts! *Photos are included below.*



Other Celebrations

Same-day acute care provided at Norton Medical Clinic

When waiting to see a provider isn't an option, Norton Medical Clinic offers same-day acute care appointments so you don't have to wait to find a solution! Our providers rotate acute care responsibilities. While you may or may not be seen by your primary care provider, our clinic is committed to helping you get in with the provider on acute call. To make an appointment, call Norton Medical Clinic at 785-877-3305.

Same-Day Acute Care



Reminder: Thank a nurse!

This is a friendly reminder that Norton County Hospital participates in the DAISY Award program. The DAISY (Diseases Attacking the Immune SYstem) Award is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day. The DAISY Foundation was established by the family of J. Patrick Barnes after he died from complications of the auto-immune disease ITP in 1999. During his hospitalization, they deeply appreciated the care and compassion shown to Patrick and his entire family. When he died, they felt compelled to say "thank you" to nurses in a very public way.

To access the nomination form, log on to the NCH website's Acute Nursing page (or click the QR code at right). Copies of flyers and brochures with the nomination form available in paper copy are available throughout the facility (check brochure racks). Questions? Contact Shannan Hempler, who is also collecting the completed nomination forms.



Engage the Community

It's COOL to be in health care!

Thank you to all who volunteered time and efforts to putting together a parade entry for the Norton sesquicentennial celebration on July 2nd. We had a great time handing out balloons, leis, sunglasses and first aid kits! *Photos below and at right.*



Fun at the fair

The Norton County Fair was the last week of July. Many of our staff members volunteered to help with a fair ride. Thank you so much to those who represented us! We also had a booth of giveaways (*photo at right*) in the 4-H Building.



Engage the Community

Stepping On

© Clemson & Swann (2017)

This program is a unique, research based and proven guide to improve overall health, wellbeing and physical strength whilst creating new social connections and companionship.

The aim of the program is to reduce falls, increase confidence and give people the tools to remain active, safe and independent within their community.

The program has a range of guest speakers, which may include occupational therapists, dietitians, pharmacists, transport and safety presenters.

The program runs one day per week (every Monday) over 7 weeks.

- **When:** Commencing Monday, Sept. 12th and weekly thereafter until Oct. 24th.
- **Who:** Individuals 65+ years of age
- **Where:** Norton County Hospital Conference Room
- **Time:** 9:00 a.m. to 11:00 a.m.
- **Cost:** FREE! Snacks and supplies are sponsored by the Norton Regional Health Foundation.
- **Interested in registering or learning more?** Contact Julia Thompson, BSN, RN at Norton County Hospital – 785-877-3351 or jthompson@ntcohosp.com



NCH NORTON
COUNTY HOSPITAL

Norton Regional
HEALTH FOUNDATION

Foundation Corner

From the desk of Katie Allen Wagner, communications and foundation

Governor Laura Kelly awards more than \$4M in tax credits to 29 Kansas nonprofits This includes \$150,000 in tax credits to the Norton Regional Health Foundation.

In July, Governor Laura Kelly awarded \$4.1 million in Community Service Tax Credits (CSP) to bolster the fundraising efforts of 29 nonprofit organizations across Kansas that improve local access to quality child care, health care, education, arts and housing. The administration continued its ongoing commitment to addressing the child care shortage by including almost \$1 million specifically for nonprofits that boost the supply of child care options.

“It’s no surprise that the best solutions to the issues facing Kansas communities often come from local nonprofits rooted in those very communities,” said Governor Kelly. “That’s why we’re doing everything possible to lift up the work of our nonprofits through programs like the Community Service Tax Credits.”

CSP tax credits have been issued in the Sunflower State since 1994. The program provides a 70 percent tax credit to qualified donors in rural communities (populations less than 15,000) and a 50 percent tax credit in larger communities. The credits are a direct deduction from the donor’s state tax obligation. For example, a donor making a \$1,000 gift in a rural community receives a \$700 tax credit when they file their state taxes, making the net cost to the donor only \$300.

This year, CSP will assist five different counties with building new or upgrading existing childcare facilities. Communities statewide will be assisted in their efforts to improve health care facilities or purchase new diagnostic equipment; create housing options for low-income or homeless Kansans; update libraries; expand access to the arts and cultural attractions; provide new shelters for foster children and victims of domestic and sexual violence; and design innovative public gathering spaces.

“The ingenuity displayed by this year’s awardees working to improve the quality of life in their communities is impressive,” said Lieutenant Governor and Commerce Secretary David Toland. “Supporting these local initiatives allows the state to continue attracting new businesses to invest in Kansas. Strong communities provide a stable workforce, which benefits the entire economy.”

Awarded nonprofits were chosen through a highly competitive, score-based selection process. This year, 29 of the 55 requested projects received CSP funding.

CSP funding is being awarded to the following organizations:

- Allen County: Hope Unlimited Inc. – Construction of a new emergency shelter facility to serve victims of domestic and sexual violence in Allen, Anderson, Neosho and Woodson counties.
- Butler County: Butler Community College Foundation – Construction of a new Culinary Arts & Hospitality Education Center for Butler Community College students.
- Chase County: Camp Wood YMCA – Relocate and expand its health center to better serve a diverse child population with chronic and more severe disabilities.
- Cheyenne County: Cheyenne Center for Creativity, CC4C – Renovation and repurposing of the 202 on Washington Project with a gallery, community event center and community kitchen.
- Crawford County: Colonial Fox Theatre Foundation – Construction of the Colonial Fox Theatre Pavilion joined to the theatre.
- Dickinson County: Discovery Childcare Learning Center – Building an addition to more than double the capacity of the childcare center.
- Doniphan County: Doniphan Darlings, Inc. – Energy efficiency upgrades and capital improvements for the nonprofit childcare facility.
- Douglas County: GoodLife Innovations, Inc. – Construction of a professional family home at GoodLife’s Midnight Farm to support persons with intellectual and developmental disabilities in a rural setting.
- Ellis County: Developmental Services of Northwest Kansas, Inc. – Revitalization of outdated buildings to improve energy efficiency, access and connectivity.
- Finney County: Garden City Community College Endowment Association – Addition to the college’s fine arts building to expand programs and create new gallery space and a community event center.
- Geary County: Friends of Dorothy Bramlage Public Library – Construction of new, 30,000-square-foot facility to enhance the services provided to better serve the community.
- Greenwood County: Greenwood Preservation Society – Renovation of the Red Owl Building Multi-Purpose Community Center to provide a creative, entrepreneurial, retail and meeting space.
- Harper County: Hospital District No. 6 of Harper County – Operation of the Bringing Your Care Home mobile clinic to provide health care in the county and surrounding areas.
- Harvey County: Central Kansas Community Foundation – Assistance to the Newton Public Library and Foundation to build a modern library.
- Johnson County: KidsTLC, Inc. – Expansion of the Psychiatric Residential Treatment Facility and re-engineering of the existing campus.

Foundation Corner

From the desk of Katie Allen Wagner, communications and foundation

- Kiowa County: True North Inc. – Renovation of the Haviland House to provide housing and assistance for foster youth.

- Attainable Housing, Inc. – Rehabilitation of one house and purchase of five additional houses for the homeless or those on the verge of homelessness.

- Lyon County: Mental Health Center of East Central Kansas – Purchase and renovation of two buildings to consolidate services into a campus setting.

- McPherson County: Marquette Learning Center – Purchase of a new HVAC system for the center.

- Nemaha County: Nemaha Valley Health Care Foundation – Renovation and expansion of Nemaha Valley Community Hospital to replace mechanical systems, enlarge the ER and add new patient rooms.

- Neosho County: The Foundation of Neosho Memorial Regional Medical Center, Inc. – Construction of the SEK Impact Center for Wellness that will house a regional conference center, orthopedic center, and occupational, physical and speech therapy center for children.

- **Norton County: Norton Regional Health Foundation – Purchase of a Computed Tomography (CT) Scanner to improve care delivery and quality of care for patients.**

- Russell County: Russell PRIDE, Inc. – Creation of the Russell Community Maker Space for people to get exposure to and training on highly technical equipment such as a CNC router, CNC plasma cutter and laser engravers.

- Saline County: Greater Salina Community Foundation – Working with the Central Plains Childcare Network, renovation of a classroom in Wilson and new building in Claflin to address the shortage of childcare options.

- Sedgwick County: HumanKind Ministries Inc. – Construction of HumanKind's Homeless Service & Recovery Center to help reduce the area's homeless population.

- Sedgwick County: Heartspring, Inc. – Provide a 24/7 childcare facility, Child and Family Learning Center, to support Heartspring employees and community shift workers.

- Sheridan County: Sheridan County Hospital – Renovation and expansion of the Emergency Department to make it code compliant.

- Sumner County: Caldwell Area Hospital and Health Foundation – Expansion of the hospital to accommodate modern technology and services and update existing technology.

- Wabaunsee County: Kansas Rural Communities Foundation – Installation of safe, durable surfacing under new playground equipment at Eskridge Park Playground.

If you are interested in learning more about this program and how you can participate, please contact Katie Wagner at 785-874-2205 or kallen@ntcohosp.com. These tax credits are sold between July 1, 2022 and Dec. 31, 2023.

The Kansas Department of Commerce provided content for this news release. ●●●



THANK YOU!

The Norton Regional Health Foundation at Norton County Hospital appreciates the support of the donors listed below at Norton County Match Day, June 22, 2022! With your help, the Foundation is able to fund a new portable ultrasound machine and video laryngoscope to help improve patient care and give staff the tools they need to be successful. Thanks also to the Norton County Community Foundation for this opportunity!

Reva Benien

Klare Bliss

Shawnee Branek

Roger & Deanna Braun

Jared & Melody DeWitt

Jill Edgett

Scott & Alice Evans

F&F Iron & Metal Co.

Dr. Josh & Kim Gaede

Doug & Karen Griffiths

Patrick & Jill Hall

Gale & Ranelle Hays

Shannan Hempler

Larry & Terry Hillman

Kellen & Emily Jacobs

Jamboree Foods

K.G. Sebelius Foundation

Logan & Megan Keiswetter

Brian Kirk

Noah Linner

Valerie Marble

Dr. Miranda and Ian McKellar

Brock & Jennifer Miller

Ray & Ruth Mizell

Stanley & Pamela Murdoch

Dr. Theresa & Tate Neill

Terry & Marcia Nelson

Lynn Nelson

Eric & Jennie Patterson

Mike & Leslie Pfannenstiel

Corey & Gail Roy

Bob & Rita Speer

Steve & Randa Vollertsen

Eric & Katie Wagner

Charlene Weskamp

Jean Ann Wilson

Norton Regional
HEALTH FOUNDATION

www.ntcohosp.com
(Foundation tab)
785-877-3351

CEO Corner

From the desk of Brian Kirk, Chief Executive Officer

Our goal is to make Norton County Hospital and Clinic the best place to work, receive health care and practice medicine. There are many good and positive things happening here, that move us toward our mission to meet the evolving health care needs of our region and provide an exceptional staff and patient experience to empower health and wellness at any stage of life. As an organization, we are embarking on a plan to be Hardwiring Excellence that will help us achieve our goals and mission.

We are pleased to welcome our new Chief Financial Officer, ReChelle Horinek. She brings a great work ethic, background and experience right here from northwest Kansas that will bring great value to our organization. We have a fantastic medical staff that includes the general surgeon capabilities of Dr. Doak Doolittle along with: Dr. Joshua Gaede; Dr. Miranda McKellar; Dr. Theresia Neill; Jonna Inman, APRN; Kristin Vogel, PA-C; Gino Salerno, PA-C; Rebecca Kahrs, APRN; and Jedidiah Kane, CRNA. We have a fantastic group who are committed to our mission and vision. We look forward to welcoming one of our own native sons, Dr. Dakota Dreher, to our outstanding team. We are blessed with a great medical staff. Our great nursing team has eliminated agency nurses from our hospital. It was a large concerted effort and a huge accomplishment! Not only does this save money that we can reinvest into our current employees, but it is better medical care to be able to provide services from friends and neighbors as opposed to transient workers who come and go.

A big “Thank You” to our County Commissioners! In addition to the \$300,000 they sent last year for our new digital radiology equipment, they recently authorized another \$50,000 for cardiopulmonary and telemetry equipment. This helps replace end-of-life equipment and brings us up to speed with state-of-the-art equipment that will better communicate with our new electronic medical record (EMR) and with outside specialists as well.

One of the biggest challenges we face today is workforce shortages. I am pleased to report that our Board of Trustees recently approved adjusting our compensation packages for all employees to adjust to the new Kansas Hospital Association (KHA) salary surveys. This represents our commitment to invest in our most important asset, our employees.

In August, NCH kicked off an implementation plan for the best EMR available for a hospital. This new system will help us to deliver care, stay in compliance with rules and regulations, and report as efficiently and effectively as possible. This represents a \$500,000 annual investment to help make NCH the best place to work, receive health care and practice medicine.

KHA is recognizing our NCH Recruiting and Retention Committee for our work and efforts in addressing our workforce shortages. We are pleased and proud of this recognition that will happen at our annual KHA Convention in September. Kudos, and thank you to everyone who has been working on this team!

The Norton Regional Health Foundation is very pleased to have been awarded \$150,000 in tax credits to assist NCH in our ongoing mission to help our community. A big thank you to Katie Allen Wagner for her leadership and efforts on this successful venture. This program offers a great incentive for individuals and businesses to donate to NCH and receive tax credits of 70 percent of the donation level that can be applied to any individual or corporate state income tax in Kansas. In other words, if someone contributes \$1,000 to the Norton Regional Health Foundation, through this program, our Kansas Department of Commerce will issue tax credits of \$700 for that person to apply against his or her state income taxes. The remaining \$300 part of the gift is eligible for a federal income tax deduction as well. It applies to both individuals or businesses. A big thank you to all those who have already pledged to this project as part of our application process!

NCH is making great progress towards our ongoing financial viability with over a \$1 million improvement in our operating results as compared to our prior fiscal year. Many thanks to everyone who is making this happen. Let's continue to contribute and collaborate to make Norton County Hospital the best we possibly can! ●●●



Human Resources

From the desk of Shannan Hempler, human resources



Family goals: Making good stuff happen

Helping to ensure plenty of happy, memorable moments with your family is something no one would consciously shy away from; however, most people do just that, by default. Busyness gets in the way. Time passes and it is finite, so don't let happiness be something that happens only by accident.

- 1) Decide what you and your partner or spouse want to do for the family. Try making weekly, monthly and yearly goals.
- 2) Get everyone involved in the discussions and decisions.
- 3) Conduct these discussions at regular intervals as part of a larger family meeting.
- 4) Get things scheduled.
- 5) Consider scrapbooking everything so memories stick around.

Get more ideas from www.lifehack.org/864433/family-goals. Source: *EMPAC Employee Newsletter, August 2022*



Chronic pain and the family

Chronic pain has many secondary effects. You know this already if you live with a chronic pain sufferer or endure chronic pain yourself. Pain can influence moods because of the resulting associated irritability it creates. Communication dysfunction can contribute to everyone becoming angry and

snappy. Family members of the pain-impacted individual—the ones who care the most and feel helpless—become victims. But it doesn't end there. Family members also develop unhealthy coping strategies like avoidance and isolation. Household conflicts may be frequent, and even normal conversations become triggers for conflict. The pain sufferer's personality may be wrongly labeled as selfish, narcissistic, or anxiety disordered rather than simply pain affected.

Change and relief begin with education about chronic pain dynamics, particularly the “mind body” connection and how pain creates mental stress and how mental stress makes pain worse. If your family or relationship is affected by chronic pain, it is not just about pain medication. It is also about education for learning how to communicate effectively with real conversations, avoiding triggers, separating the pain from the person you love and dropping the blame game. Seek to overcome personal resistance to professional counseling with experts who specialize in the psychological issues associated with pain. Discover the life-changing positivity of self-help support groups for family members and the pain sufferer. And learn how to take care of your personal physical and mental health so you are more resilient in a relationship with the person experiencing chronic pain. Start with a visit to your company EAP (Employee Assistance Program), but also review the educational resources at www.uspainfoundation.org, www.paincanada.ca, and painscale.com. Source: *EMPAC Employee Newsletter, August 2022* ●●●

Could keeping a happiness journal lengthen your life?

Journaling (expressive writing) has been studied scientifically. It's considered a powerful tool to support change, overcome challenges and accelerate goal achievement. It is often used to support therapy and medical treatment. This includes anxiety, depression, grief and stress. It's not a gimmick. UCLA scientists in a brain-imaging study discovered that putting feelings into words produces therapeutic changes in the brain. The real news is that everyone can benefit from journaling, and the theme you might want to consider is “happiness.” Journaling daily about happy moments in your life may lead to more of them, an upbeat mood and perhaps a longer life, because happy people have been shown to live longer. Learn more by reading “The Healing Power of Journaling” by Zoe McKey. Source: *EMPAC Employee Newsletter, August 2022*, www.newsroom.ucla.edu/releases/Putting-Feelings-Into-Words-Produces-8047 ●●●

More Human Resources on p. 17

Human Resources

From the desk of Shannan Hempler, human resources

Your Self-Care Checklist

When stress strikes, do you have a set of wellness practices you can turn to manage pressure, stress, and strain—ones tailored to how your body and mind uniquely respond to tension? Start and develop such a checklist, and over time, add to and amend it until you have the support tactics that will keep you resilient. Include whatever works for you—from lighting a scented candle to doing laps around the track. Then make this tool your personal action plan during periods of unusual personal stress. Don't waste time dreaming up stress-management ideas for your checklist. Pick and choose from a menu of hundreds of strategies by searching for "100 ways to manage stress." Many pages with hundreds of ideas will appear, and you can consider which ones feel right to you. Then keep your checklist ready for when the going gets tough. *Source: EMPAC Employee Newsletter, July 2022* ●●●

Be well! The NCH Wellness Committee encourages physical activity at work.

Norton County Hospital's Wellness Committee completed a policy to make it easier for employees to move more. With that, the Wellness Committee encourages you to take walking meetings and/or walking breaks throughout the work day. As we all know, physical activity is an important component to your overall health and well-being. We understand some of our jobs require more movement throughout the day than others, but this policy shows the dedication to helping everyone take care of themselves!

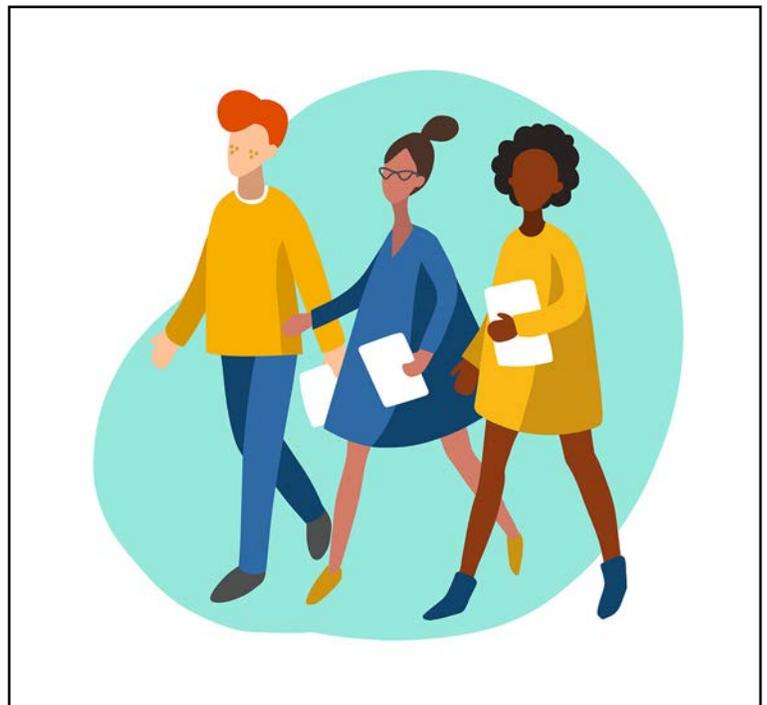
In addition to completing the policy, a kick-off event for a walking program was hosted on Monday, Aug. 1, at 10 a.m. and 2 p.m. in the conference room. Walking groups formed at the kick-off event, but if you couldn't make it to the event there is still time to join. Contact Katie Wagner to find out more about the walking groups and meeting times.

It's important to note the following benefits of walking:

- Whether you typically walk 3,000 steps per day, 10,000 steps per day, or somewhere in between, you can benefit from participating in walking groups with co-workers! Each week, you can aim to increase your steps. Ten minutes of walking is approximately 1,000 steps.

- The Wellness Committee can explain an easy-to-use walking toolkit and a "tracker" provided by WorkWell KS, so you can detail how you plan to meet your weekly target and monitor your progress. This is an optional toolkit for those who want to use it. Contact any member of the Wellness Committee to learn more! Current members include: Eva Harrington, Mackenzie Blecha, Lana Jones, Chelsea Hageman, Katie Wagner, Brian Kirk, Brenda Dole, Shaelin Beckstrom, Shannan Hempler, Kellie Belleau, Kayla Brockelman, Caryl Hale, Melody DeWitt, Tracy Ostmeyer, Klare Bliss and Jeff Hager.

The group is also working on getting new bike racks put in at the hospital and medical clinic entrances! These will be purchased courtesy of the Norton Regional Health Foundation. Be sure to watch your email for more updates as the group works on new projects. ●●●



Meet the Team! Norton County Hospital is excited to announce our new employees and give a shout out to those who have made career advancements!



Autumn Cummings

CPTA – Part Time

Joined the NCH Team on May 25, 2022

Where did you grow up – Leonardville, KS, which is just outside Manhattan, KS
 Tell us about your family – I'm married to Tim Cummings, we have a beautiful little girl, Elizabeth. We live in Norton.
 Your dream job as a child – Work in health care; nailed it!
 How do you enjoy a day off? – I enjoy being outside, doing anything from hiking, disc golf, yard work, really anything to be outside and be on the move. I also enjoy DIY projects, gardening and cooking.
 Your at-bat song would be: Have no idea, there's too many good options.
 You're inspired by: A lot of people inspire me each day; however, my mom would be at the top.
 Your favorite 15-minute break snack – Really any food
 What excites you most about your new position? – Working with a great team of health care professionals and giving back to the community.



Miranda Ohlert

Nursing Patient Care Technician – Full Time

Joined the NCH Team on June 20, 2022

Where did you grow up – Norton
 Tell us about your family – I have a daughter. Her name is Rowdie Mae. That sums up my family.
 Your dream job as a child – To be a healer
 How do you enjoy a day off? – Play with my daughter
 Your at-bat song – "About Damn Time" by Lizzo
 You're inspired by – Not a clue
 Your favorite 15-minute break snack – A lunchable
 Your superhero kryptonite – Superman
 What excites you most about your new position? – Be able to grow my knowledge in health care and getting to help people.



Olivia Miller

Nursing Patient Care Technician – PRN

Joined the NCH Team on June 20, 2022

Where did you grow up – Norton
 Tell us about your family – two sisters, one brother
 Your dream job as a child – Nurse
 Your favorite 15-minute break snack – Granola bar and orange
 What excites you most about your new position? – The interactions with new people.



ReChelle Horinek

Chief Financial Officer

Joined the NCH Team on August 8, 2022.

ReChelle has more than 15 years of combined work experience as a hospital CFO and served in this capacity for various hospitals in the northwest Kansas region. She was most recently CFO at Logan County Hospital in Oakley. She earned an associate's degree in accounting from Colby Community College and is working toward completing her bachelor's degree online from Grand Canyon University.

ReChelle is a member of the Healthcare Financial Management Association (HFMA) and Kansas Hospital Association Finance and Reimbursement Committee. She is a Certified Rural Health Clinic Billing and Coding Specialist and a Certified Revenue Cycle Representative of the HFMA.

She lives in Selden. In her free time, she enjoys spending time with her family, gardening, antique shopping and baking.



Amy Wentz, RN

Congratulations to Amy for receiving her RN license! Way to go!



Callie Staab

Respiratory Therapist – PRN

Joined the NCH Team on June 23, 2022

Where did you grow up – Colby, KS
 Tell us about your family – Recently got married in September to my high school sweetheart. We have two Weiner dogs, Jax and Roscoe.
 Your dream job as a child – Dentist
 How do you enjoy a day off? – With my dogs or with my husband
 Your favorite 15-minute break snack – White cheddar popcorn
 What excites you most about your new position? – New opportunities and new faces



Clint Hammond

Nursing Patient Care Technician – PRN

Joined the NCH Team on June 27, 2022

Where did you grow up – Fremont, NE
 Tell us about your family – I am married with two kids in college. My wife works at Valley Hope; the kids are both at KU.
 Your dream job as a child – Doctor
 How do you enjoy a day off? – It depends on the weather. I like to golf, do things around the house and host BBQs with friends.
 Your at-bat song would be: "Trenches" by Pop Evil or "What It Takes" by Adelitas Way
 You're inspired by: My wife and kids and helping others
 Your favorite 15-minute break snack – Fruit, grapes and blueberries
 What excites you about your new position? The chance to work in a hospital, as I am working towards my RN.



Marcus Nutting

RN – PRN

Joined the NCH Team on July 7, 2022

Where did you grow up – Bogue, KS
 Tell us about your family – Wife Morgan, daughter Keyl (10), son Raiden (7), daughter Magdolyn (4)
 How do you enjoy a day off? – Sleeping, possibly fishing or riding my motorcycle
 You're inspired by – Making money to provide for my family
 Your favorite 15-minute break snack – Kit Kat or Snickers out of the fridge
 What excites you most about your new position? – Getting to work with new people and possibly learn some new things.



Amy Stockman

Ultrasound Tech – Full Time

Joined the NCH Team on July 11, 2022



Tesah Stagemeyer

Dietary Aide – Part Time

Joined the NCH Team on April 18, 2022

Where did you grow up – Norton
 Tell us about your family – I am the youngest of 3 siblings, both older brothers
 Your dream job as a child – Veterinarian
 How do you enjoy a day off? – Day at the lake with friends
 Your at-bat song would be – "Shoot to Thrill" by AC/DC
 Your favorite 15-minute break snack – Strawberries
 What excites you most about your new position? – Different experience



Daniel Gilbert

Dietary Cook – Part Time

Joined the NCH Team on July 29, 2022

Daniel moved to Norton from Colorado and has a background in hospitality services.