

October/November 2024

THE INSIDER

Employee news for Coffey Health System



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Institute

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hears Beyer presentation

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"We are what we repeatedly do. Excellence, therefore, is not an act but a habit."—Aristotle



As we approach the end of 2024, it's hard to believe how quickly the year has flown by. With the Thanksgiving holiday upon us, I want to take a moment to express my heartfelt gratitude to each of you for the hard work, dedication, and compassion you bring to our organization every single day.

This year has been one of challenges, growth, and changes for our health system. Alongside these changes, we've also seen significant progress and achieved many successes—none of which would have been possible without your unwavering commitment. Whether you've worked directly with patients, supported our teams behind the scenes, or contributed in countless other ways, your efforts have made a lasting impact.

Healthcare environments, by their very nature, can often be places of uncertainty and hardship for those we serve. But thanks to you, Coffey Health System continues to be a place of hope, healing, and strength for our community.

As we look ahead to the new year, I'm filled with optimism for the work we will continue to do together. I hope that this holiday season gives you the opportunity to relax, recharge, and enjoy quality time with your loved ones. You've certainly earned it.

Thank you for your tireless efforts, your dedication to our patients, and for being the heart of this health system. I am deeply grateful for each of you.

Stacy Augustyn

Stacy Augustyn
Chief Executive Officer

Mark your calendars for our holiday activities!

Watch for additional details as we get closer to the dates!

Holiday Throwdown

Week of December 2-5

Departments create holiday decor for a silent auction and "best in show" award. Proceeds benefit our CHS Holiday Assistance Program.

Burlington Christmas Parade

6 p.m., Dec. 7

Spirit Week

Join the fun the week of 12/16 with a Christmas "spirit" themed week.

Cookie Contest

Monday, Dec. 16

Who doesn't love Christmas cookies?

We have some excellent bakers at CHS! An expert panel has the tough job of taste-testing these wonderful creations.

Holiday Party

The annual CHS holiday party and service awards presentation will be held on the evening of January 11 at the New Strawn Community Building.



Holiday Assistance Program

The holiday season is meant to be a time of joy, but we understand that sometimes difficult circumstances can make it challenging to celebrate. If you are a CHS staff member who would like to be considered for assistance—whether

it's putting a few gifts under the tree, or support with holiday meals—we would like to offer help where we can.

If you are in need of assistance this holiday season, please pick up an application in the mailroom or the literature rack by the cafeteria. It can also be downloaded from the employee portal. Please submit applications by 5 p.m. on Monday, November 25th. Applications may be submitted to Rhonda Beets, Stacy Augustyn, or Amy Osner.

Please be assured that confidentiality is strictly maintained throughout this process.

On the Cover

Congratulations to the Rehabilitation Services team for their "grand slam" win in our annual Halloween costume contest! To see all the great costumes (including Dr. Sides as Cruella de Vill), visit Coffey Health System on Facebook.

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Stacy Augustyn
Chief Executive Officer

Tracy Jones
Director of Marketing

Submit ideas or items for consideration in The Insider by contacting the marketing office at (620) 364-4507 or tjones@coffeyhealth.org.

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If you have an idea, question, concern, or suggestion but are unsure who to approach, this quick guide outlines the appropriate communication chain to follow. It's important to follow the established steps, as your supervisor or e-team member is often the most equipped to address your questions or help move things forward. However, if an issue needs to be escalated, this guide will ensure you know the next person to contact.

Board approves new patient financial policies, learns details of Beying's KARL experience

The Coffey Health System Board of Trustees approved a budget projection for the remainder of 2024 and three new financial policies during its September 30 meeting.

Newly adopted financial policies create a 30 percent discount for qualifying uninsured hospital accounts when paid in full within one year (with an additional 20 percent discount if paid within 30 days of service), interest-free payment options, and an updated structure for maintaining and approving contracts.

The year-end budget projection is based on performance for the first 244 days of the year and the prior year's cost report settlement. Chief Executive Officer Raymond Leadbetter reports expected revenue of \$26.4 million and expenses of \$28.3 million. When factoring non-operating revenue, depreciation, and interest, the bottom line is a profit of \$623,198.

"We know where we're at, so we can make good decisions and figure out how to get where we want to be," summarized Leadbetter.

Monthly medical staff updates include initial appointments for Consulting Cardiologists Sindhu Reddy Avula, M.D., Sumer Dhir, M.D., and Swapna Mamidipally, M.D. Re-appointments were granted to Nurse Anesthetist Erica Hadley, C.R.N.A. and Tele-radiologists Timothy Gronlie, M.D. and Lisa S. May, M.D. Coffey County Medical Center Nurse Practitioner Tiffany McRoberts, A.R.P.N. was granted additional privileges.

Within the consent agenda, the board approved the August minutes, recommendations of the board committees, medical staff credentials, and cash expenditures in the amount of \$945,363.20.

The board entered a 20-minute executive session with Leadbetter and Chief Executive Officer Stacy Augustyn to discuss a contract with data relating to the financial affairs or trade secrets of a corporation, partnership, trust, or individual proprietorship under the Kansas Open Meetings Act (K.S.A. (75-4319) (b) (4)). No action was taken upon returning to open session.

Eight trustees attended the meeting:

Peter Allegre, Perry Chapman, Jeff Clark, Eric Ervin, Robert Fleming, Steve Hopkins, Arden Payer, and Jodi Thomas. Mike Abendroth was absent.

October meeting

Nurse Practitioner Ashley Beying described her participation with the Kansas Agriculture and Rural Leadership Program (KARL) during the October 28 meeting of the Coffey Health System Board of Trustees.

The KARL program is a two-year program that identifies, prepares, and connects aspiring leaders to spark action to impact Kansas agriculture and rural communities positively. Each class includes up to 30 individuals from across the state who are willing to think differently and create change in their organizations, communities, state, and beyond. It was formed in 1990 and has graduated over 400 participants. Beying was part of the 2022-2024 class.

KARL associates connect with people and resources through multi-day seminars

Continued on page 8

Job Openings

Clinical

AEMT
CNA
EMT
Lab Assistant
LPN/Scrub Tech
LPN or RN - Clinic Float
Paramedic
Physical Therapy Assistant
Respiratory Therapist
RN - ER, Med/Surg
Speech Therapist

Non – Clinical

Billing/Accounts Receivable Specialist
Materials Mgmt Clerk & Patient
Access Coordinator (combined)
Patient Access Coordinator
Cook

Visit coffeyhealth.org/careers for
detailed information and requirements.
For more information, call Ext. 4254.

DL sellback deadline is Nov. 25

The annual discretionary leave (DL) sellback period is now open and will be payable on the 11/29/2024 payroll date.

The request form is located on the Portal under Forms / Human Resources / Discretionary Leave Sellback Form.

The sellback option is available for full and part-time associates.

Terms of the sellback:

- Request available up to 80 hours of DL.
- Remaining balance of at least 80 hours; after payout.
- DL sellback hours will be paid at 80% of the associates active rate.

Requests can be turned into HR no later than 11/25/2024 to allow for processing.

Double-check your new payroll deductions

While careful monitoring of your payroll deductions is always recommended, it is especially important following open enrollment. If you have concerns about your new elections, please reach out to human resources as soon as possible.

Employee Health Scoop



Linsey Knipp, R.N.
Director of Quality
& Risk Management,
Infection Preventionist,
Employee Health

Cold and flu season is upon us, bringing with it the annual challenge of avoiding illness and managing symptoms if you do become sick. Though you can't fully prevent colds or the flu, there are steps you can take to help reduce your risk of catching a bug.

Good hand-hygiene remains the number one way to prevent the spread of infection. Washing your hands with soap and water for at least 20 seconds is recommended, or use hand sanitizer if soap and water is not available. Wash well and wash frequently!

A well-balanced diet of fruits, vegetables and whole grains along with regular exercise, sufficient sleep, and hydration can help your body fight off infections more effectively.

Minimize exposure as best as you can when out and about. At work, ask patients and visitors to wear a mask if they appear to be symptomatic of a cold. You may also wear a mask when you are helping a sick patient, if not already in isolation precautions.

If you become sick:

- If you have a fever, DO NOT come to work. You must stay home until you are fever-free for 24 hours without fever-reducing medication. (Tylenol and Ibuprofen are the most common fever reducers and are in most over-the-counter combo cold medications)
- If you have the sniffles, coughs, or sneezes, but feel well enough to work, please be mindful of those around you. Wear your mask to prevent spread of your germs. Wipe down your workspace with "purple-top" wipes, especially if you have a shared workspace. If you work with someone who is immunocompromised, keep your distance to help protect them.
- Wash your hands often and wash your hands well! Anytime you touch your face, cough or sneeze, wash your hands! Before you touch a shared work item, touch a coworker, or touch a patient, wash your hands!
- If you do not feel well or you have a fever (it bears repeating), please call your supervisor to report your illness and your inability to come to work.

I hope you all have a safe and healthy cold and flu season, and don't forget to wash your hands!

*At work, ask patients
and visitors to wear a
mask if they appear to
be symptomatic of a
cold. You may also wear
a mask when you are
helping a sick patient, if
not already in isolation
precautions.*

Respiratory Virus Guidance Snapshot

Core Prevention Strategies

- Immunizations
- Hygiene
- Steps for Cleaner Air
- Treatment
- Stay Home and Prevent Spread*

Additional Prevention Strategies

- Masks
- Distancing
- Tests

***Stay home and away from others until,**

- Your symptoms are getting better **and**
- You are fever-free (without meds)

for 24 hrs

Then take added precaution for the next 5 days

Layering prevention strategies can be especially helpful when:

- ✓ Respiratory viruses are causing a lot of illness in your community
- ✓ You or those around you have risk factors for severe illness
- ✓ You or those around you were recently exposed, are sick, or are recovering

CDC

Fulton completes KHA Leadership Institute

The Kansas Hospital Association Leadership Institute graduated its 22nd class last month at the KHA Annual Convention and Trade Show in Overland Park. 32 students, including Coffey County Hospital Laboratory Supervisor Gerald Fulton, were nominated for the honor by their hospitals' CEOs because they represent the future leaders of Kansas hospitals.

"We are committed to strengthening and promoting the leadership capacity of hospital employees in Kansas," said Chad Austin, president and CEO of the Kansas Hospital Association.

The KHA Leadership Institute was established to help hospitals provide professional development opportunities that accentuate the personal skills and abilities needed to facilitate positive change and innovation in Kansas hospitals.

Fulton joined the Coffey County Hospital staff three years ago, and quickly stepped up as a leader in the hospital's transition to a new electronic medical record.

"A dedicated working supervisor, Gerry welcomes diversity and effectively leads lab personnel from various backgrounds. Gerry is a trusted colleague and leader, and we have no doubt that the leadership program will help us further develop the skills we need in the coming years," said CCH Chief Executive Officer Stacy Augustyn.

The 2024 Leadership Institute class was geographically and professionally diverse. They represented a wide distribution of hospitals from St. Francis to Satanta and Parsons to Lawrence, with careers spanning one to twenty-plus years.

"There were leaders, all from smaller, more remote facilities, from each corner of the state and from just about every department of the hospital," Fulton said. "There were also leaders from physician clinics. It was very encouraging to see that all departments and areas face the same challenges in recruiting qualified staff. It was also interesting how the different hospital areas were challenged in how they interacted. However, the different perspectives and opinions provided the leaders with some insightful perspectives that they may not have otherwise learned."

Fulton's experience gave him a unique perspective.

"I was, with one exception, the oldest student in the class," Fulton said. "It was both refreshing, yet very daunting to see so many very young and inexperienced leaders in attendance. I think it is essential to the health of our entire community, state, and country that we, as older leaders, mentor the new generation of healthcare leaders. When I got into healthcare, it was prestigious, competitive, honored, and fun—not so much anymore...It is much more difficult, and it no longer pays as competitively when compared to other fields...but the need is even greater. So, we as leaders must make the changes necessary to recruit people to healthcare. We must train them. We must mentor them. Then we need to re-recruit them continually. I think leaders in healthcare must change the entirety of the industry if it is to serve the population and provide for the quality of life for all our people."

Students were nominated to participate in this program because their CEO recognized their potential to be future leaders and wanted to help cultivate that development. Each student made a personal and professional commitment to expand their skills by attending all six courses of the Leadership Institute.

Fulton credits the emphasis on communication as a key takeaway from the experience.

"The concept that you can never communicate enough or by different means is true. Leaders in healthcare tend to under-communicate within their spheres of influence and must work to over-communicate. We learned that

most staff members are dissatisfied with not knowing about issues facing them, rather than the issues themselves."

Fulton found it beneficial for all the leaders to network and build relationships with people at similar facilities who face the same challenges in providing healthcare.

While this was not Fulton's first professional leadership program, he does feel it was the best.

"I must say the KHA program was excellent in comparison and was much more enjoyable, both in the curriculum as well as the format and presentation," he said. "Most of the material was refresher, but the experience was better and I enjoyed the opportunity. I hope what I bring back makes me a better leader at CHS."



Gerry Fulton
Lab Supervisor



Show up to donate and get a free Chiefs t-shirt and a chance to win tickets.



we care. we give.

CHS Employee Blood Drive

for Community Blood Center

Friday, Dec. 6

2 - 6 p.m. in AWW2

Employees will remain "on the clock" during their appointment time, with supervisor's approval.

Book your appointment online at savealifenow.org/group and enter Group Code EI2Q, use the QR code. Medical eligibility questions? Call (800) 688-0900.

Kudos to you! Kudos to you! Kudos to you! Kudos to you!



Kudos to the **Associate Advisory Council** for a fantastic Soup & Chili Cookoff! We all enjoyed sampling from 16 crockpots of homemade goodness. The judges selected **Holly Peters'** chili and **Charlene Sowder's** potato soup as the winners. Charlene received the coveted "golden spoon." Thank you to our amazing cooks, everyone who helped with the event, and judges **Jon Sides, John Shell, Pam Stice, and Craig Stukey**. And a big thank you goes to **everyone** who came for lunch and donated to CHS Holiday Assistance Program. Your generosity helped raise over \$300—a great start!

Thank you **dietary team** for bringing back the salad bar. We are so thankful for your efforts to make this happen!

Obstetrics Supervisor **Casey Lyons** completed coursework and is now an Enhanced Certified Breastfeeding Specialist. The program included 52.75 hours of online education, an in-person skills fair and case study review, and a final exam. Casey received grant funding from the Kansas Breastfeeding Coalition to obtain this new level of certification for our patients.

Thank you to **Ashley Beyer** for dedicating her evening to present on her work with the KARL program to the CHS Board of Trustees.

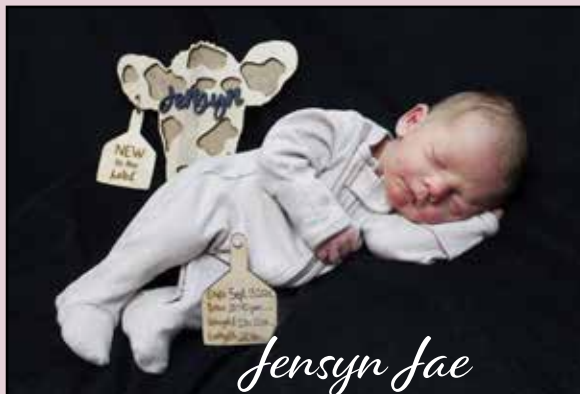


"All for one" is a regular feature in *The Insider* to share information about news in the lives of the CHS family. We share life's happiest moments and feature ways that we are pulling together to help colleagues in times of need. Please call Tracy at Ext. 4195 or send information to tjones@coffeyhealth.org.

Condolences

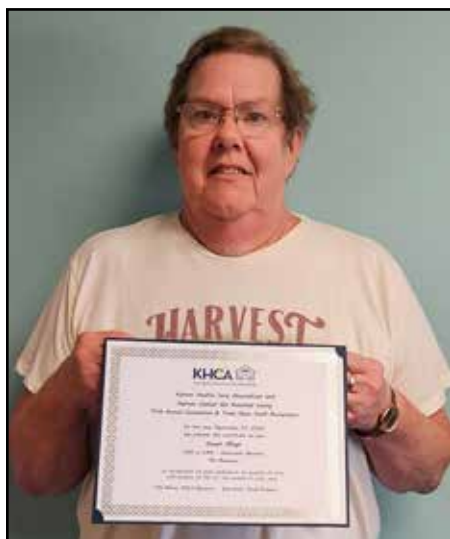
Our sincere condolences to the Louderbaugh family during their time of grief. Laurel's father and Amy's grandfather-in-law, Junia Schmidt, passed away on November 15.

We are saddened by the recent deaths of former staff members Maggie Ele and Luella Graham. Their families and friends are in our thoughts.



Welcome to the family!

Congratulations to Radiology Tech Makayli Crooks and her husband Lane who welcomed their son Jensyn Jae on September 13. Jensyn is also welcomed by his great-grandma Lynn Crooks, pharmacy; aunt Maycee Hegwald, obstetrics; and great-aunt Paige Crooks, radiology.



Kimberly Johnston
Med/Surg RN
Hospital



Tabitha Mason
CNA
Med/Surg



Marcus Mower
Cook
The Meadows



Emily Sanders
RN
Med/Surg



Natalie Strawder
EVS Tech
Hospital



Melissa Weiss
Registration
Hospital

Two members of The Meadows family were recently honored by the Kansas Health Care Association/Kansas Center for Assisted Living at the 74th Annual Convention and Trade Show. **Gwen Mays** was honored with a Certificate of Honorable Mention the Meadows in the CNA category and **Diana Thomsen** received the same great honor in the nursing category. We are proud of the exceptional care Gwen and Diana provide. Their dedication to quality of life makes The Meadows a special place to live! Congratulations to you both!

It takes a village to raise a child, and the same goes for putting on an event like our Women's Health Conference! Thank you to everyone who helped to make the night a success:

- **Amy Osner, Lynn Bolen, and Stacy Augustyn** (emcee) for leading such an entertaining and informative evening!
- **Casey Lyons and Bridget Cox** for helping to distribute fliers.
- **Rhonda Beets** for coordinating door prizes and being helpful *all the time*!
- **Donneta Karmann, Gwen Mays, Diana Thomsen, Bridget Cox, Melissa Davis, and Suzanne Garcia** for helping in 100 ways that evening.
- **Aubrea Drury, Julie Schneider, Ladonna True, Heather Noonan, Samantha Kuhlmann, and Friends of CHS volunteers Linda Booth and Judy Rhodes** for hosting booths.

If you were involved, but your name doesn't appear here, please know that it is unintentional. You are sincerely appreciated!

Kudos to **Jesse Pressly and the EMS team** for a job well done on their recent survey!

Kudos to the **clinic staff** who are flexible with schedule changes and willing to step up and help out when a coworker is out or extra busy.

In a true act of caring, **Addison Varvel** gifted her wellness program parking spot to a colleague who has an ankle injury.



Julia Burgio
EVS Tech
Hospital



Raquel Geddry
Paramedic
EMS



Chloe Gosney
CNA
The Meadows

Welcome!

Anniversaries

Our employees are our greatest resource. Each month, we include a list of employees who will celebrate their anniversary with Coffey Health System. Here's to each of you, and thank you for your service to our patients!

November

Vic Blaufuss 37 years
Carrie Hegg 14 years
Bobbie Harmison 12 years
Diana Thomsen 10 years
Gerald Fulton 3 years
James Edwards 1 year

December

Shelly Moss 7 years
Stephanie Garland 42 years
Melinda Pattinson 25 years
Jacqueline Reusch 7 years
Douglas George 6 years
Aileen Carlson 5 years
Jaylan Knight 3 years
Chloe Meehan 2 years
Josh Sweet, Amber Holland 1 year

November Observances

Radiology Tech Week

Nov. 2-8

Nurse Practitioner Week

Nov. 9-15

Healthcare Marketing Week

Nov. 17-23

All CHS associates are eligible for the DAISY or BEE Awards, and the nomination process is quick and easy!

Use the QR code or visit www.coffeyhealth.org/patientexperience and answer a few questions about how your nominee goes above and beyond for our patients, residents, and teammates! If you have questions, please visit with Shelly Moss or Suzanne Garcia.



Board updates

Continued from 3

throughout Kansas, a national study tour to Washington D.C. and Gettysburg, and an international study tour. Ashley's class spent ten days in March studying agriculture and society in Spain. She summarized her key takeaways as innovation, networking for success, continued personal growth, and the



Ashley Beying presents a summary of her completion of the Kansas Agriculture & Leadership Program.

importance of being a change-maker.

"KARL develops leaders across our great state to take business development and community engagement to the next level," she said. "I hope this journey does not end here. I'm passionate about rural Kansas, and I am determined to play an active role in making the communities we work and serve a place my children want to return to after they are grown."

Coffey Health System paid a portion of Beying's enrollment through an educational stipend.

"I feel extremely grateful for everything that was provided by Coffey Health System," she said.

In other business, Chief Executive Officer Stacy Augustyn reported that the Quality Management Oversight Committee had met and reviewed the quality dashboard. She also explained that the Risk Management Committee approved the 2025 Risk Management Plan with no significant changes beyond titles.

Chief Financial Officer Ray Leadbetter reviewed the new expenditure management policy and reported that September revenue totaled \$2,245,204 with expenses at \$2,214,729.

Within the consent agenda, the board granted an initial medical staff appointment to Consulting Cardiologist Bashar Ababneh, M.D.; re-appointments to Consulting Radiologist Amisha Khicha, M.D., and Consulting Cardiologists Arnold R. Graham, M.D. and Zia Rahman, M.D.; and accepted resignations from Audiologist Jessica Whalen and Nurse Anesthetist Aaron St. Vrain.

Chief Medical Officer and Coffey Health Foundation Chairman John Shell, M.D. informed the board that Brandee Clark and Cassie Bailey have agreed to serve

"I hope this journey does not end here. I'm passionate about rural Kansas, and I am determined to play an active role in making the communities we work and serve a place my children want to return to after they are grown."

Ashley Beying

another term on the Foundation board. Their re-appointment was approved within the consent agenda, with Trustee Jeff Clark abstaining.

The board entered into a 20-minute executive session with Augustyn, Shell, Leadbetter, and Chief Nursing Officer Suzanne Garcia to discuss The Meadows' rates and matters relating to action affecting a person as a student, patient, or resident of a public institution under the Kansas Open Meetings Act (K.S.A. 75-4319 (b)(5)). Upon returning to open session, the board extensively discussed rate options to meet the facility's increasing expenses. The board voted 8-1 to increase rates at The Meadows by 20 percent. Arden Payer voted against the change. Rates will be reviewed annually.

The board then entered a five-minute executive session with Augustyn and Leadbetter to discuss a contract with data relating to the financial affairs or trade secrets of a corporation, partnership, trust, or individual proprietorship under the Kansas Open Meetings Act (K.S.A. (75-4319) (b) (4)). No action was taken by the board.

All nine trustees attended the meeting: Mike Abendroth, Peter Allegre, Perry Chapman, Jeff Clark, Eric Ervin, Robert Fleming, Steve Hopkins, Arden Payer, and Jodi Thomas.

The board meets next at 6 p.m. on November 25, 2024.