50th 1958-2008 Anniversary of Hope and Healing

the INDEPENDENT

A Newsletter for Madonna Employees and Volunteers

www.madonna.org June 13, 2008 402.489.7102

The Madonna Independent, an employee newspaper of Madonna Rehabilitation Hospital, is published every other Friday by the Marketing and Public Relations department. To submit a story idea, news item, announcement or recognition information, contact Tami Rudder, editor, at 486-8606.

Meet Madonna's newest volunteer

GOAL Award recipients announced

Employees kick off summer with BBQ

Benefits renewal time is here!

Benefits election forms were sent to eligible employee's homes on May 30, 2008. If you are scheduled to work 40 or more hours per pay period and did NOT receive your packet of information via mail, contact Wendy Charlton in Human Resources immediately.

If you need to make any changes to your benefits for the 2008/2009 plan year, indicate the desired change on your yellow-colored election form received in the mailing, sign and date the form and return it to **Human Resources by Friday, June 20, at 4:30 pm. No changes will be allowed after June 20, 2008, at 4:30 pm.**

The following plan changes are occurring effective July 1, 2008:

Madonna Health Plan with Midlands Choice PPO

- Premiums for the health plan will increase from last plan year.
- Generic prescription drug co-pays will decrease as follows: Retail generic prescriptions will decrease from $15 to $10.
- Mail order generic prescriptions will decrease from $30 to $20. Brand name drug costs for both retail and mail order will remain the same as last year.
- The pharmacy provider will change from the current CVS/Caremark to MedTrak. New health ID cards will be mailed to participants with new pharmacy information included.
- Coverage for experimental or investigational drugs for the treatment of cancer or human immunodeficiency syndrome or human immunodeficiency virus has been expanded per Neb. Rev. Stat. §44-788. Please refer to plan booklet for exact details.
- The out-of-pocket limitation for mental health conditions has been changed to mirror the out-of-pocket limitation for physical health conditions. This means that the plan will cover mental health conditions the same as physical health conditions as it relates to the comprehensive health care benefits.

(continued on page 3)

Sudanese refugee walking tall thanks to Madonna

"It takes a whole village to raise a child."
—African Proverb

On my initial meeting with Dora Wane, I was impressed by the way she carried herself. Dora, an almost six- foot-tall refugee from Sudan, is a striking presence with intricate braided hair, who is proud of her heritage.

Dora, 32, contracted a flesh-eating virus in her hometown of Juba that attacked her left leg in late 2006. In a war-torn country like Sudan, Dora beat the grim odds of survival. Doctors recommended and performed an above-the-knee amputation.

Dora received encouragement throughout her therapy from (left to right) Nancy Hall, Madonna case manager, Hayfa Al-Helfi, her interpreter, and her daughter, Abola.

Lincoln, Neb., became Dora's home in January 2007. Speaking through her interpreter, Hayfa Al-Helfi, Dora said, "I chose Lincoln because I had a friend from Sudan living here who could help me." Dora had some issues with her residual limb and remained hospitalized at BryanLGH West for three months.

In October 2007, Dora arrived at Madonna as an outpatient at the urging of her caseworker from Catholic Social Services. She yearned for her independence and the return to enjoyable, daily activities with her seven-year-old daughter, Abola. Mid-way through her therapy, she endured another setback with her limb that sent her for a repeat stay at BryanLGH West.

Fast forward to April 2008, and Dora had gained enough strength to enroll in Madonna's outpatient program again. Dora's goals included getting fitted for a prosthesis and learning to walk independently. "Therapy was very hard for me," she shared, "but I was determined."

Reclaiming her independence was critical to Dora, who lives in an apartment with multiple stairs. "Dora had some setbacks with swelling in her limbs, but remained focused on her walking goal," said Jessica Foster, physical therapist. "We tracked her progress along the way and celebrated each milestone," Jessica added.

Walking with an above-the-knee prosthesis can be quite challenging, but Dora never gave up. Madonna Case Manager Nancy Hall said Dora's fighting spirit was her strength. "Losing her leg in such a horrific way makes it a true miracle that Dora is walking today," said Nancy.

Dora led an active life back in Juba, working at the local YMCA, playing basketball and gardening. Her dark eyes light up as she glances at Hayfa, stating that she hopes to find a job soon and aspires to be an interpreter for Arabic-speaking people in Lincoln.

Dora admires the way America "takes care of its people" and the many freedoms Americans enjoy. She expressed her gratitude for the care she received at Madonna. "Nancy Hall was so good and kept everything running smoothly for me," Dora said.

With her therapy sessions winding down, Dora reflected on how far she's come. She has graduated to using a single-point cane in public, but walks without assistive devices at home or in therapy. "I am able to vacuum and cook by myself again!" Dora stated confidently.

Dora smiled broadly as she walked toward the exit recently at the end of a therapy session. She strode upright and proud, trying to keep pace with Abola, who was skipping ahead. Just as the African proverb implies, it took the "Madonna village" to wrap their collective arms around this beautiful refugee and restore her independence.

Give the gift of life

Community Blood Bank Drive
Wednesday, June 18
8 a.m.-1 p.m.

The van will be located south of the St. Joseph building. Sign up by contacting Jim Fry or Sandy Stutzman at ext. 6413 or via e-mail.

Donors must meet the following criteria:

- All donors must bring photo ID (driver's license, passport, student ID, military ID)
- Must be at least 17 years old or older
- Be in good health
- Weight at least 115 pounds
- No colds, flu, cold sores
- No antibiotics 72 hours prior to donations (Allergy medication is fine if you have been on it for more than two weeks and the symptoms are controlled)
- No risk of Hepatitis or HIV
- Eat a regular meal within five hours of donating
- Be sure to have a good night's sleep
- No tattoos in the last 12 months
- Drink plenty of fluids before and after donating

A patient is counting on you. Please keep your appointment.

Pet therapy brightens residents' day

Madonna Angel Dog, Zephyr, brightens the day for Madonna resident Maxine Dreeszen. Zephyr was recently featured with his owner, Kris Reiswig, in the magazine, *Miniature Schnauzer, Vol. 46*, for the pet therapy they provide on Madonna's VAU/Special Needs unit. Kris is a certified Delta Society therapy dog handler.

Belief

Examining the Clifton StrengthsFinder™ theme

If you possess a strong Belief theme, you have certain core values that are enduring. These values vary from one person to another, but ordinarily your Belief theme causes you to be family-oriented, altruistic, even spiritual and to value responsibility and high ethics—both in yourself and others. These core values affect your behavior in many ways. They give your life meaning and satisfaction; in your view, success is more than money and prestige. They provide you with direction, guiding you through the temptations and distractions of life toward a consistent set of priorities. This consistency is the foundation for all your relationships. Your friends call you dependable. "I know where you stand," they say. Your Belief makes you easy to trust. It also demands that you find work that meshes with your values. Your work must be meaningful; it must matter to you. And guided by your Belief theme it will matter only if it gives you a chance to live out your values.

A Madonna employee describes how Belief works in his life

submitted by Matt Ulmer, PT, DPT

I think having Belief as my top strength allows me to prioritize what is important in my life. My belief in God gets me through tough days at work knowing what my true purpose is as a Christian. I strive to help patients find purpose in their lives in the face of trauma beyond the worldly and secular views of success. I believe in a strong set of values to which I hold coworkers and myself accountable, to ensure that patients receive the best possible care emotionally, physically and spiritually. Having Belief in my life allows me to let go of the prestige the world says I should attain and simply do whatever is necessary to help my patients improve and find purpose in their lives each day.

Strike Out Stroke

Stroke Program Manager Amy Goldman and Dr. Mark Carlson get a hug from Salty, the Saltdogs mascot, during the Strike Out Stroke game held at Haymarket Park on May 17. Madonna is a sponsor of the program, which supports stroke awareness at each home Saltdogs game. Dr. Carlson, a Lincoln physician, is recovering from a stroke and is enrolled in Madonna's stroke program.

Tiny horse makes big impression

A mighty presence, in the form of a miniature horse named Lucky Boy, caused quite a stir recently at Madonna. On May 16, Lucky Boy, age 12, made his debut as part of Madonna's animal assisted therapy program. Many of Madonna's long-term care residents were on hand to greet the mild-mannered horse.

Lucky Boy is the only horse in a three-state area that is cleared to go into hospital settings as therapy for patients. His owner, Julie Wood, and handler, Kevin Cornell, are both certified through the Delta Society, the leading international resource for the human-animal bond.

Julie finds her therapy work with Lucky Boy extremely rewarding. "When people caress Lucky's face, they smile and their eyes say it all; it's like an awakening for many." Her words rang true when one elderly Madonna resident gently stroked Lucky Boy and said she'd broken many colts in her early years. "Seeing Lucky Boy triggers memories for many people and it's therapeutic for them to relive it," said Julie.

Julie hopes to incorporate Lucky Boy into the occupational and physical therapy sessions at Madonna on a year-around basis. "Patients will be able to do activities like groom the horse and get pulled in a cart by him," Julie shared.

Stay tuned for future updates on Lucky Boy's next visit to Madonna!

Employee Focus: *Fun factoids about Frannie*

Francine "Frannie" Littrell
Lead Operator
MRH employee for 22 years

1. My husband and I love to go camping away from everyone.
2. I have three hyper dogs.
3. I love taking scenery pictures.
4. I have a daughter, Hannah (almost 16), who lives in Deshler.
5. I love working at Madonna and adding new friends to my work "family tree."

Benefits renewal *(cont. from page 1)*

- The plan pays 80 percent if a PPO provider is used or 60 percent if a non-PPO provider is used (after satisfaction of the deductible) up to the maximum out-of-pocket limit at which point the plan begins paying 100 percent.
- The plan will cover equipment, supplies, medication and outpatient self-management training and patient management, including medical nutrition therapy for the treatment of insulin-dependent diabetes, insulin-using diabetes, gestational diabetes and non-insulin-using diabetes, if prescribed by a healthcare professional legally authorized by law to prescribe such items per Neb. Rev. Stat. §44-790.

Dental Plan

- Premiums for the dental plan will increase from last plan year.
- Timing of claims filing has been extended to allow all participants 15 months to file claims after the date of service.

Life and Long Term Disability Insurance

- No premium increase to life insurance or long term disability insurance rates.

Medical and Dependent Care Reimbursement

- No changes to either of these plans.

The above summary serves as an overview of changes. Please refer to the specific plan booklets for complete details of coverages and exclusions. Plan booklets are available in Human Resources. Consult the enclosed rate information sheet and/or your yellow benefits election form for specific rates applicable to you and/or your dependent insurance elections.

Automatic renewal of benefits will occur if we do not receive a new yellow election form indicating changes to your benefits elections by the deadline. If we do not receive a new election form indicating changes, you will continue with the current benefits offerings that are reflected on your yellow benefits election form. Medical Reimbursement Account and Dependent Care Reimbursement Account elections also automatically renew each year so be certain to review your elections in these plans very carefully as your needs may change from year to year in these plans.

If you have questions regarding any benefit renewal information, please contact Wendy Charlton in Human Resources at extension 6484 or 483-9484 or Cindy Rohlmeier at ext. 6814 or 483-9814.

Campaign update

Madonna's Foundation is pleased to announce they've raised $5,729,830 of the $8.5 million goal. The employee campaign has raised more than $334,000 of its $400,000 goal.

2008 GOAL Award recipients

Congratulations to Jeromie Meyer, Dusty Feil, Joan Bunton and Stephanie Weaver for being chosen as 2008 Goal Award recipients. The winners were announced May 30 during a surprise reception where the former patients reunited with several members of their care teams. Marsha Lommel, president and CEO of Madonna, explained the history of the annual event and the significance of being chosen as a recipient.

Upcoming issues of *The Independent* will highlight each recipient and their individual story. The high number of nominations received pays tribute to the impact each patient makes at Madonna.

Marsha Lommel, Madonna president and CEO (center), congratulates the 2008 Goal Award winners (left to right) Jeromie Meyer, Dusty Feil, Stephanie Weaver and Joan Bunton.

Please mark your calendar to attend this year's celebration on September 29, 2008, at the Embassy Suites in downtown Lincoln. The keynote speaker will be Lee Woodruff, co-author of the No. 1 *New York Times* best seller, "In An Instant." Lee recounts her story of a marriage, a family in crisis and healing when her husband, ABC co-anchor, Bob Woodruff, was hit by a roadside bomb in Iraq.

Gain financial flexibility

Flexible Spending Accounts (FSAs) provide you with an important tax advantage that can help you pay health care and dependent care expenses on a pre-tax basis. By anticipating your family's healthcare and dependent care costs for the next plan year, you can reduce your taxable income.

Eligible expenses: Eligible health care expenses for the medical FSA include more than just your deductible and co-payments. Generally, any medically necessary healthcare expense that you can deduct on your tax return is considered an eligible expense.

These include:
- Hearing services, including hearing aids and batteries
- Vision services, including glasses and contact lenses, lens solutions, eye exams
- Dental services and orthodontia
- Many over-the-counter medications.

Dependent care FSA: You can use your dependent care FSA to use pre-tax dollars toward qualified dependent care. The annual maximum amount you may contribute to dependent care is $5,000 (or $2,500 if married and filing separately) per calendar year.

Use it or lose it! If you decide to contribute to the health care or dependent care FSA, plan your allocation carefully. According to IRS regulations, the money you set aside must be used during the plan year in which you make the election. Any remaining unused FSA funds at the end of the year will be forfeited. Be sure to check your packet insert for a specific example of how a FSA works.

Questions about Madonna's FSA plans? Contact Wendy Charlton, benefits specialist, ext. 6484. Information is also available on the IRS Web site, http://www.irs.gov/publication/p502/index.html.

Psst!

HALL TALK

Dr. Paul Dongilli, Vice President and Chief Operations Officer

Q. What are the dress code requirements for special casual days?

A. The requirements for casual days include the regular "jeans day" rules – jeans in good repair and appropriate fit paired with Madonna polos or a nice shirt. Other acceptable attire includes Capri pants, skorts or split skirts with nylons and sandals or open toed shoes worn with stockings. On the "no" list for casual day are: sleeveless garments, bare midriffs, shorts (unless in an approved position for shorts) and shoes without socks. Remember these two common sense guidelines:

1. Use good judgment
Casual and jeans days are fun, and we want you to be comfortable, yet appropriate for your position and the people we serve. Remember, we are a professional business providing healthcare services.

2. Complete a reality check
After dressing for a casual day, look in the mirror. If you're pondering, "I'm not sure if this will pass dress code," it probably won't, and you'll need to rethink your choice.

Operating Officer Paul Dongilli wants to address your questions or concerns. Share your operational or employee concerns by e-mailing Paul at pdongilli@madonna.org, calling ext. 6424 or sending a note interoffice. Participants can remain anonymous. Questions will be featured in future issues of The Independent in his column.

CALENDAR

June 16 — **System Workshop**
9 a.m.-noon
Flanagan A/B
Call 6406 to register

June 17 — **MES: Sepsis Recognition**
5:30-6:30 p.m.
Sheridan Rooms
1.0 CH

June 20-21 — **PNF Event** (OT & PT only)
Register with education form

June 23 — **CPR Recertification**
9:30 a.m. or 5 p.m.
Agee
Call 6550, 6476 or 6406
to register

June 25 — **Intro to Outlook**
1-2 p.m.
Computer Lab
Call 6507 to register

Outlook Calendar
2-3 p.m.
Computer Lab
Call 6507 to register

June 26 — **CPR**
9:30 a.m.
Call 6550, 6406 or 6476
to register

Oz Principle - Session I
9-11 a.m.
Sheridan Rooms
Call 6406 to register

The calendar of events is subject to change and events may be cancelled. Please contact Renee Horner at ext. 6550 to verify listings.

Dr. Brian Wansink (center), shared his nutrition expertise during a May 29 visit to Madonna. Dr. Wansink is the Executive Director of the U.S. Department of Agriculture's Center for Nutrition Policy and Promotion. He has more than 25 years of experience in nutritional science, food psychology, consumer behavior and food marketing. Dr. Wansink will make a return visit to Madonna this fall. In the group photo are Madonna employees and St. Elizabeth employees (left to right) Kathy Brockman (St. E's), Tanya Wagner (St. E's), Shiela Alemzadeh, Jan Wadell (St. E's), Ann Mulinix, Lyn Hahne, Dr. Wansink, Michelle Welch, Karen Rehm, Samantha Beaubier and Sande Dirks.

WAY TO GOs

Way to go to **Jeff Rowland** for working with a BryanLGH student for their nursing internship. The feedback included "great place to precept, learned a lot, used lots of skills and helpful staff." Thanks for helping to prepare our future nurses!
—Jennifer Hoebelheinrich and Linda Stones

Congratulations to **LTACH nurses, Jessica Haas and Cathy Smith,** for achieving Level 2 of the ICAN ladder. Your hard work is being recognized. Thanks for applying and congratulations on achieving this recognition. Now on to Level 3!
—Jennifer Hoebelheinrich, Jackie Anderson and Linda Stones

Way to go to the **Nursing staff and the Nurse Managers.** We had NO significant patient handling injuries in the month of May! Great job and keep up the great work.
—Linda Stones
Vice President and Chief Nursing Officer

Way to go **Nancy Nathenson!** Nancy was elected for a three-year term as Lincoln Area Director for the Nebraska Society for Respiratory Care.
—RT Leadership Group

Way to go **Stacy Watson and Ruth Morrow,** the LTACH nurses who covered for me on wound rounds while I was out of the office in May. Thank you for your dedication to making the wound rounds with the physicians efficient, resulting in better patient outcomes.
—Annie A. Ocampo
Wound, Ostomy, Continence Nurse

Way to go **Heidi Bartlett, Sara Eiler, Michelle Wiggins and Jen Bausch** for helping out with Ultimate Safe Kids Day at the Salvation Army. Thank you!
—Kristin Luethke
Recreation Therapist and Child passenger safety technician

Thanks to the **Transportation Department** for welcoming me with all the expressions a "new" employee truly wants and needs when they are starting a new position. You are all so wonderful and I really enjoy working with you. It has been a great "ride" and I know it will continue to be…except for winter! Thanks!
—Sue Brandl
Transportation

A Madonna moment

Madonna Rehabilitation Hospital is the third occupant of this 24-acre campus. The Normal School (now Holmes School) was the first occupant and the Bailey Hospital, Sanatorium was the second.

The Employee Appreciation BBQ on May 29 was a big hit with Madonna employees. Betty Rupert (left) and Carlene Mueller-Pollard, fill their plates as Mark Hakel, committee member, looks on.

Dear Madonna Employees:

We would like to take this opportunity to thank you for your generous support of the Madonna@50 "Driving Rehabilitation Forward" Capital Campaign. We are so gratified to be witnessing the largest employee support in the history of the hospital. With $334,418 in gifts and pledges contributed to date, the Madonna Family division is 82 percent to its goal of $400,000.

Hospital improvements are taking place on a daily basis and will ultimately impact patients, their families and all Madonna employees. We appreciate the work you do in carrying out the mission of the hospital. As we raise funds in the community, we are often told of the positive experiences our donors and their friends and families have experienced at Madonna. Their gifts to Madonna are largely a reflection of your continued demonstrations of hospitality and professional expertise.

Again, thank you for your support. There is still time to participate if you have not yet made a gift. Please contact the Madonna Foundation at ext. 6523 for more information.

Help put us over the top!

Sincerely,

Marg Donlan
Campaign Chair

Bill Cintani
Hospital Board Chair

Chapel Services

Catholic Mass is offered Monday, Tuesday, Thursday and Friday at 4 p.m., Wednesday and Sunday at 10:30 a.m. and Saturday at 4:30 p.m. The Worship Service is Thursday at 10:30 a.m., Hymn/Music Program is Sunday at 3:30 p.m.

June 15 — Sharon Nore
June 22 — Nebraska Christian Men's Choir

Do you belong to a group or congregation that hasn't performed at Madonna? We welcome new talent. Contact Steve Werner at ext. 6831 or swerner@madonna.org.