

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.

Madonna celebrates 50 years!



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Power soccer workshop at ProActive



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New intubation team for Madonna



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Madonna CEO receives national award

The American Medical Rehabilitation Providers Association (AMRPA) has honored Marsha Lommel, president and CEO of Madonna Rehabilitation Hospital, with the 2008 INDE Award. The national award was created to honor those who have made significant contributions and who have had a direct positive impact on the medical rehabilitation field and/or the persons served by the field, through medical, clinical, scientific, management, policy, leadership or advocacy roles. INDE stands for Inspired, Notable, Dedicated Efforts.

The award was presented to Marsha by Kathleen Yosko, Chairperson of the AMRPA Board

and President and CEO of Marionjoy Rehabilitation Hospital in Wheaton, Ill.



Marsha Lommel, President and CEO of Madonna, was presented the 2008 INDE award by Kathleen Yosko, Chairperson of the AMRPA Board and President and CEO of Marionjoy Rehabilitation Hospital in Wheaton, Ill.

Kathleen highlighted a few of Marsha's key achievements as described in her nomination: "Clinician, administrator, CARF surveyor and AMRPA Board member – Marsha has demonstrated a strong passion and personal commitment to the field of physical medicine and rehabilitation, advocating for individuals with disabilities for close to 40 years. As an administrator, her strong leadership abilities and exceptional visionary skills enabled her to transform a small program in a nursing facility into one of the nation's premiere freestanding rehabilitation hospitals.

(continued on page 5)

You're Invited!

The Madonna Foundation Board of Directors cordially invites you to attend

The Madonna Angels Society Dinner and Madonna Rehabilitation Hospital 50th Anniversary Celebration

"DIVINE ACTS"

Friday, May 9, 2008

The Lied Center for Performing Arts Stage
301 North 12th Street

Act One: Gathering Time, 6:00 p.m.

Act Two: Dinner, 6:45 p.m.

Act Three: Program, 7:30 p.m.

\$75 per person

Half price for Madonna employees and guests: \$37.50

Send your reservation request and check made payable to Madonna Foundation c/o Sherry Taylor, ext. 6524, or staylor@madonna.org

Dogs become therapy for trainer

It's been said that dogs are man's best friend. Dexter Morin sensed that early in life and knew he possessed an innate skill for training them. What he couldn't predict, was the pivotal role canines would play in his recovery following a devastating car accident.

Dexter, 22, was an apprentice with Noah's Assistance Dogs in Crete, Neb. On the afternoon of March 1, he was traveling with a friend on a county road southwest of Lincoln. Dexter lost control of the vehicle, entered a ditch and rolled the car. Neither Dexter, nor his companion were wearing seat belts and both were ejected from the car. A farmer found Dexter face down in water and called 911. He was revived at the scene and both men were stabilized at Aurora Memorial Hospital. His friend was treated and released, while Dexter was life flighted to BryanLGH West in Lincoln with a collapsed lung and diaphragm and bruising of the brain.

Back in Ponca City, Okla., Dexter's parents, Lisa and Tony Morin, received an emergency call from the hospital. "We pulled our son, Eli, out of school and made the long six-hour



Dexter Morin praises Sadie during a training exercise as (left) Laura Corbridge, Madonna physical therapist and Lisa Ashby, with Noah's Assistance Dogs, look on.

trek to Lincoln," Lisa recalled. It would be more than two weeks before Dexter would transition to Madonna Rehabilitation Hospital. "Given his injuries, we felt Madonna had a lot to offer Dexter and was our first choice," said Lisa.

Dexter, a former college wrestler, was dealing with chest and feeding tubes, an IV, trach and couldn't walk or talk. Within a matter of days, his Madonna team weaned him from his dependency on those devices. "I

didn't remember anything until I woke up at Madonna," Dexter said.

His days were soon filled with physical, occupational and speech therapy sessions. Slowly, Dexter's body responded and he shared progress updates with family members using a video phone provided by Madonna. The video phone has a screen, which allows face-to-face communication. "I enjoyed being able to see my family as I talked to them," Dexter shared.

Laura Corbridge, Madonna physical therapist, learned of Dexter's involvement with Noah's Assistance Dogs. The organization provides specially trained dogs for persons with visual and physical disabilities to enhance their quality of life.

Arrangements were made for Noah dogs to be used weekly in therapy with Dexter. Sadie, a gentle black Labrador, ran through training routines as Dexter firmly stated commands. His cognitive skills improved. "It was awesome to practice with Sadie," Dexter said.

Dexter dismissed on April 10 and was eager to return to work with his loyal, four-legged best friends.

Input

Examining the Clifton StrengthsFinder™ theme

You are inquisitive. You collect things. You might collect information—words, facts, books, and quotations—or you might collect tangible objects such as butterflies, baseball cards, porcelain dolls or sepia photographs. Whatever you collect, you collect it because it interests you. And yours is the kind of mind that finds so many things interesting. The world is exciting precisely because of its infinite variety and complexity. If you read a great deal, it is not necessarily to refine your theories but, rather, to add more information to your archives. If you like to travel, it is because each new location offers novel artifacts and facts. These can be acquired and then stored away. Why are they worth storing? At the time of storing it is often hard to say exactly when or why you might need them, but who knows when they might become useful? With all those possible uses in mind, you really don't feel comfortable throwing anything away. So you keep acquiring and compiling and filing stuff away. It's interesting. It keeps your mind fresh. And perhaps one day some of it will prove valuable.

A Madonna employee describes how Input works in her life

submitted by Molly Nance, Director of Strategic Planning and Marketing

Having Input as my top strength is a great fit for my role as director of strategic planning and marketing. I am fascinated and inspired by the life-returning work we do at Madonna. From new research projects, to improved rehabilitation programs, building renovations and special events, there is always something new to discover. My input strength leads me to want to collect and organize information, and I use the information I've learned to develop marketing plans and projects. I like to say I have the best job at the hospital—together with the Marketing-PR team, we have the privilege of getting to know our patients, amazing staff and programs and sharing Madonna's achievements with the rest of the world.

National Nurses Week May 4-12 at Madonna



Thank you for playing a part in the miracles we witness daily. We're grateful for the skill, the strengths and the heart you bring to every task. Your work and the work of those around you are sources of pride that extend to every corner of our community.

As you celebrate, take a moment to recall: all the lives you have affected, all the hearts you have touched, all the ways your skill and dedication have eased the burden of sickness. Remember how your compassion and caring have comforted the frightened and bereaved. Recall the joy you have shared at each recovery and the celebration of every life, think of these things and you will remember why you became a nurse.

Your opinion matters!

The Employee Opinion Survey is a vital tool that Madonna uses to measure and understand employee perceptions of the work climate and what motivates employees to excel – a concept known as employee engagement. Your participation in this year's survey is an integral part of this valuable process.

As an organization, Madonna recognizes the importance of employee engagement and is committed to using your feedback to make improvements where needed. Appropriate personnel will be held accountable for using their business unit survey results to make changes in the workplace that will foster an environment for employee engagement. Our goal is for every employee to feel confident recommending Madonna as a great place to work.

Please take a few minutes to complete your survey in late May. Improvement is possible only with your feedback. We need your opinion, and we are listening.

—Marsha Lommel, president and CEO

Better Hearing and Speech Month



May is Better Speech and Hearing Month and what better time to promote an important aspect of our field: Alternative Augmentative Communication (AAC). AAC provides a way for communication by replacing or augmenting speech. The need for AAC varies greatly, but what's most important is that communication is occurring in an effective and efficient manner.

It is the role of the speech-language pathologist to evaluate and establish an alternative communication mode to provide a way for an individual who is non-verbal to interact and participate in daily activities. AAC can vary from low tech means (gestures, writing, picture or symbol boards, laser pointers) to high-tech means (computer devices) and may be permanent or temporary.

It is not uncommon for patients and families to be disinterested in the idea of using AAC when the goal is to be a verbal communicator. It is the therapist's goal to work a patient away from a partner-dependent communication system. Although there is a time and place for using yes and no questions, there is often more a person can do to encourage a patient's independence in his or her communication abilities.

It is important that all people providing care and interacting with a patient are supportive and consistent in using the established AAC method implemented by the team speech-language pathologist.

You're invited to attend one of the AAC lab demonstrations on Mon., May 19, through Thurs., May 22 from noon-1 p.m. and see various low and high-tech devices in use. The lab is located on the first floor, across from the south doorway to Therapy Gym.



Back row: Mark Hakel, director education and workforce management system, Jessie Kohn, Katie Gentert, Cheryl Wagoner, Carrie Windhorst, Carrie Childers, Amy Potter and Paul Dongilli, executive VP of rehabilitation and COO. **Front row:** Patrice Haywood, Stefanie Schaefer [student], Jennifer Conrad, Ricque Harth, Judy Harvey, Carol Jensen, and Karen Kenyon **Not pictured:** Teresa Springer, Stormy Lienemann, Deb O'Connor, Kari Summerfeld, Heather Beavers, Gail Finsand, Kimber Green, Karen Stokely, Ashley Hobelman, Carrie Matteucci, Jan Swanson, Julie Wyss, Susan Fager, therapy education coordinator and Marsha Lommel, president and CEO.

Employee Focus: *Fun factoids about Tammy*



Tammy Simmons
Cafeteria Assistant
MRH employee for 8 years

- 1** I like to hang out with my husband and children.
- 2** I love to cook and bake; hence my huge collection of cookbooks and cooking magazines!
- 3** My birthplace was California but I was raised in Nebraska.
- 4** *Dirty Dancing* is my favorite movie and *The Notebook* runs a close second.
- 5** I am an avid collector of Winnie the Pooh memorabilia.



Office of the Bishop

Dear Marsha Lommel,

April 17, 2008

Please accept my heartfelt congratulations to you and all the members of the Madonna community on the occasion of the fiftieth anniversary of Madonna Rehabilitation Hospital. As the Sponsor of Madonna Rehabilitation Hospital through Diocesan Health Ministries, I am especially happy to mark this anniversary with you. Although I cannot be present in person now, because of the visit of our Holy Father, Pope Benedict XVI, to the United States, I will join with you in spirit for this grand celebration.

In its fifty year history, Madonna has given exemplary care to the elderly, sick and disabled members of our local community and entire nation. Such dedicated service deserves much gratitude. The vision of those who founded Madonna has been carried on and enhanced during these fifty years by many dedicated professionals, volunteers and benefactors, and it continues to inspire the admiration of many. It is also a cause of wonder as one sees the many innovations in care and treatment that have originated at Madonna throughout its rich history.

Most importantly, Madonna continues to manifest the loving and healing presence of Christ to all who are served there. This aspect of the Madonna mission will always set it apart. Countless individuals have worked selflessly and have made enormous sacrifices over the years to sustain this extraordinary mission. It is my prayer and wish that Madonna will continue to thrive in its outstanding rehabilitation work for many years to come.

Congratulating you and all those involved in the Madonna work now and in the past, and wishing you many years of growth and service into the future, with my blessing.

Sincerely yours in Christ Jesus,

—The Most Reverend Fabian W. Bruskewitz
Bishop of Lincoln

Celebrating 50 years of hope and healing



Sister Phyllis autographs her Madonna history book at the 50th Anniversary event on April 18. Her book can be purchased at the Foundation Office for \$10.



Employees, patients and guests were able to enjoy cake and punch to celebrate Madonna's golden anniversary.

Strike out stroke!

May is National Stroke Awareness Month, a time to educate the nation and spread awareness about stroke prevention, symptom recognition and recovery. In recent years, stroke deaths have declined by 10,000 Americans. Madonna hopes to continue to reduce stroke deaths by educating the public to recognize stroke symptoms, and to Act F.A.S.T. and save a life. Learn more about how to recognize stroke symptoms and risk factors on the Madonna Web site: www.Madonna.org.

Upcoming events:

Life After Stroke: New support for survivors and their families
Thursday, May 15, 2008
7 – 8:30 p.m.
BryanLGH East, Plaza Conference Center
FREE and open to the public

Strike Out Stroke with the Lincoln Saltdogs
Opening Game: Saturday, May 17, 2008

Madonna is a co-sponsor of this season-long promotion and will make a donation to the Nebraska State Stroke Assoc. for each strike-out pitched by the Lincoln Saltdogs. A Madonna stroke survivor will be selected to throw the opening pitch. Get your tickets now! Discounted seats for Madonna employees, patients, families and guests are just \$10 each. Contact Nancie Ninneman for tickets at ext. 6891 or e-mail nninneman@madonna.org.

Vocera: a high tech connection

Caring for patients at Madonna involves frequent communication among the staff. Timely communication is critical to meeting patient needs and reducing costs. Madonna is exploring new technology that will upgrade our communication process.

Vocera is a hands-free, voice recognition system that enables clinicians to communicate more effectively. Vocera could provide a significant improvement for Madonna over Spectralink, overhead paging and time spent locating people. The system consists of two main components: the server software and the unique communications badge. The badge is a small, wearable device that permits quick, one-button voice access to other users.

On April 22, Vocera representatives were on site at Madonna and offered free demonstrations of their system. It is one of several solutions being considered with the Smart Hospital initiatives and Madonna @ 50 Campaign.

Teen volunteers sought

Madonna's Volunteer Resources will be accepting summer teen volunteers, age 14 and older. Please contact JoAnn Drueke at 483-9500 for more information or see the volunteer section of the Madonna Web site, www.Madonna.org.

Remodeling update

Tools have been humming and walls are tumbling down...it's time for a update on Madonna's renovations.

Dan Steinbach, director of facilities management, explained we're midway through Phase 1. The two staff areas



by the courtyard and the Therapy Gym are completed. The Commons area is undergoing a three-stage process: adding a 50s-style diner, a bistro and an Internet café.

The 50s diner area has a retro look with red and chrome furniture and bold, checkered flooring. The artists from Mural Mural Graphics will be adding a 50s-style car graphic as a finishing touch. Sampson Construction workers will be finishing up the Activities of Daily Living (ADL) living room where patients can practice transfers. A play area for children has also been added.

During the next few weeks, the former gift shop will be transformed into a library. A campaign gift has been designated to the library in memory of Doris Andrews Campbell. A 10-foot-long salt water aquarium will be encased in the wall on the east ramp of the first floor elevator.

Saturday, May 3, workers will be removing the ceiling by the west ramp to the beauty shop. The hallway will be temporarily closed and traffic routed through the Therapy Gym for the day. Stay tuned for future remodeling updates in *The Independent!*

The Extended Care journey: from good to great

The business unit concept was introduced at Madonna Rehabilitation Hospital in 2000. At that time, there were three business units: hospital, long term care and outpatient. ProActive was recently added as a fourth business unit.

When Shirley Foster was business leader for long term care, the infrastructure was redesigned and the St. Jane de Chantal concept and naming took place. The concept was to operate the long term care business sector in a manner consistent with the nursing home industry. In other words, if the long term care business sector was housed in a freestanding facility, how would it be organized?

The long term care business sector is reorganizing to be more consistent with the models seen in freestanding nursing facilities.

A nursing home runs leaner than a hospital or rehabilitation facility. The work of nursing has to do with health maintenance (which includes functional maintenance), assistance with activities of daily living, personal pursuits of the residents, recreation and leisure.

There are fewer licensed nurses and more nurse aides in a nursing home as compared to a rehabilitation facility or hospital. The leadership of a nursing home is comprised of the administrator, director of nursing, assistant director of nursing and director of social work. The nurse educator, activities director and nutrition therapist also play key roles in running the nursing home. There was a need to reorganize in order to create these new roles to support a nursing home structure consistent with community standards. The need was to work differently, so no new FTEs were added in the reorganization.

It is important to communicate the roles and responsibilities of the new positions. The administrator is responsible for overall planning, organization and direction of the facility. The administrator is accountable for the fiscal management and overall regulatory compliance of the facility. The director of nursing (DON) is responsible for all aspects

of resident care. The DON ensures that all residents are treated with dignity and respect, and monitors the overall quality of nursing care. The DON is responsible for all regulatory standards related to nursing service. The director sets nursing standards of care and monitors nursing practice. The DON establishes quality assurance monitoring to ensure quality of care and regulatory compliance.

The assistant director of nursing (ADON) is the manager for the VAU/SN unit and provides overall direction and supervision for the unit including 24-hour operational accountability (80%). The ADON is a leadership position for long term care assisting the DON with quality monitoring and regulatory compliance (20%).

The director of social work is accountable for case management on the VAU/SN unit. This is a leadership position that includes participation in policy development for the long term care business sector. The director of social work is assigned special projects under the direction of the administrator.

The charge nurse positions on Extended Care North and South will be replaced by unit managers. Like the ADON, the unit manager is in a dual role. In long term care, the Unit Manager has 24-hour accountability for the unit and also functions in direct resident care similar to the nurse therapists on the hospital side. The changes within the nursing home are not merely structural, the most significant changes will be cultural.

Melody Gagner, director of nursing, stated that she has always worked in long term care and is proud to be a long term care professional. It is our goal on long term care that all staff have a strong sense of engagement in the mission of long term care and a strong sense of pride in being a long term care professional.

As previously stated, long term care is a less nursing intensive level of care as

compared to the hospital. There is a greater utilization of unlicensed assistive personnel and fewer nursing hours per day. However, this does not translate into less expertise and professionalism. Knowledge in gerontology and rehabilitative nursing is essential, as well as a comprehensive understanding of long term care regulations.

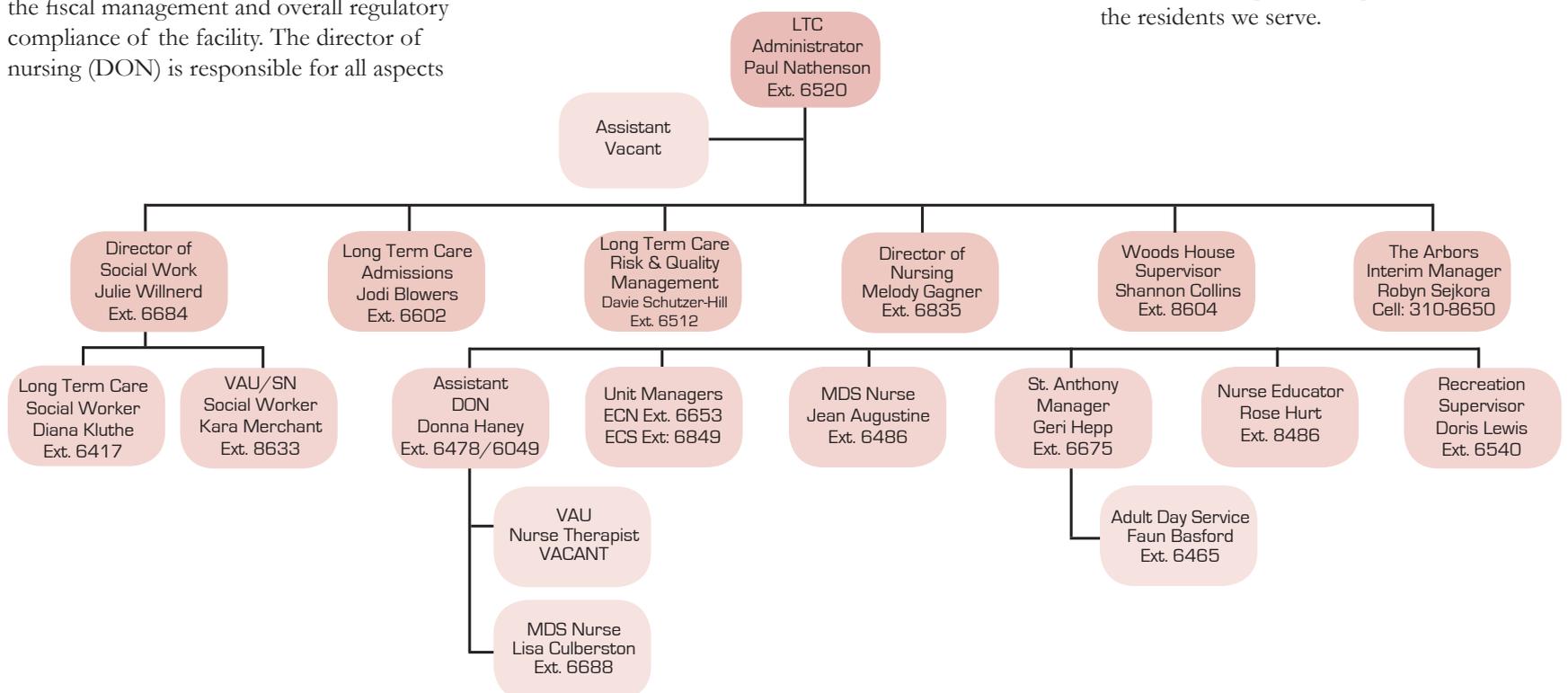
Another culture change is our approach to resident care and resident rights.

The Quality of Life Project is designed to improve resident quality of life.

The project is intended to be comprehensive, including environmental and programming changes and also a fundamental shift in culture. The intent of this initiative is to achieve a sense of quality of life that truly results from a commitment to person-centered care where individuals experience autonomy, dignity and respect in their daily lives and empowerment over their environment.

Madonna St. Jane de Chantal Extended Care Services teamed up with Southeast Community College (SCC) to improve staff knowledge and competence in the field of gerontology. Already, a total of 24 long term care leadership and professional staff have successfully completed a 40-hour CEU certificate course in gerontology offered through SCC. The Certificate in Gerontology represents a specialization in the field of gerontology. It is designed to enhance the knowledge and skills of health care professionals who work with older adults.

According to Melody Gagner, RN, director of nursing for Madonna St. Jane de Chantal Extended Care Services, "Providing this level of education is a way to support and show appreciation to our staff who are so dedicated in the care of our residents." Facility Administrator Paul Nathenson said that the education initiative is one of several projects underway to improve the quality of care for the residents we serve.



National award *(continued from page 1)*

Her most recent work with Senator Ben Nelson set the stage for a national effort resulting in the new 60% Rule. This outcome will save a significant number of rehabilitation hospitals and allow thousands of individuals to not only access the care that they need, but also provide them the opportunity to regain their life."

The Madonna Board of Directors and staff congratulate Marsha on this outstanding recognition of her impact in promoting rehabilitation excellence at the national level.

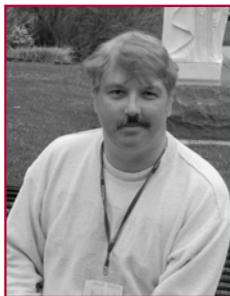
Lifestyle Challenge check-in May 7

Main campus Lifestyle Challenge check-in is Weds., May 7, from 7:30 a.m.-4:30 p.m. in the North Commons. ProActive campus check-in is Friday, May 9, from 10 a.m.-Noon. A few surprises will be thrown in! Remember to bring your activity calendar and give your team its well-deserved ranking. Congratulations to Madonna staff for having 330 team members taking the challenge!

Patient joins Madonna heart walk team

“My legs are ready!” said Mark Adock as he talked about the upcoming heart walk in

Lincoln. Mark is to walk with a team of Madonna employees for the annual American Heart Association heart walk in Lincoln on May 17 to raise money and boost awareness of heart disease and stroke in the community.



Mark suffered a stroke in March leading him to Madonna. Today, he is excited to walk with the people who have helped him throughout his therapy. “The entire Madonna staff, especially the nurses, were always willing to help me and are wonderful people,” said Mark. Mark cares about the Lincoln community and wanted to give back by participating in this important cause.

Madonna’s goal is to have 12 teams of ten people, with each team raising \$1,000. Currently, eight teams are signed up for the walk. Here’s how you can get involved:

- 1 Captain a team of 10 people.
- 2 Join a team to help fund raise.
- 3 Make a donation to a team.
- 4 Walk with us on May 17!

Please contact Sara Bills at ext. 8374 or sbills@madonna.org if you are interested.

The following e-mail was received by Ian Thompson, Madonna Community Services Specialist, who assists Madonna’s Adaptive Sports and Recreation team in helping Lincoln youth with physical disabilities to experience sports and recreation activities.

April 7, 2008

To Ian Thompson:

My son, Alex Toalson, had a great time at the Youth Power Soccer Workshop at Madonna ProActive. What a fun sport! We look forward to playing soccer again. Alex doesn’t get into sports that much, but this was a perfect way to get him involved - he even scored a goal! Thank you for allowing us to participate after contacting you at the last minute.

We are making plans to attend the Youth Integrated Dance Workshop on April 20. Thanks for offering these programs! Alex typically likes to hang out at home and work on his computer or watch TV. These programs will allow him to get out and socialize a little more. I appreciate what Madonna has done to make these programs available.

—Colleen Toalson



Aaron Drury (far right) laughs as he plays a competitive game of power soccer with (from left) Morgan Cuttlers, McKenzie Ocker, Michael Karges and Alex Toalson (not pictured) at Madonna ProActive on April 5. Upcoming activities include fishing, horseback riding, two integrated dance workshops and other sled hockey opportunities.

New intubation team asset for hospital and patients

Madonna patients experiencing a cardiopulmonary arrest will receive immediate attention from one of the new intubation team members. The group of specially trained respiratory therapists (RTs) will provide advanced airway management in the area of emergency response. Intubation is a procedure involving placement of an artificial airway into the patient’s lungs. Historically, Madonna relied on Emergency Medical Services to provide intubation service. The team members completed extensive training and competencies to receive their certification. As of Feb. 1, a trained RT can provide a secure airway for a patient in the critical minutes following an emergency. “This ensures our patients with emergency respiratory needs will get the care they need without delay,” said Jim Pelton, respiratory clinical manager.

“Dr. Andy Bohart, vice president of Medical Affairs, and Dr. Sean Barry, medical director for Respiratory Therapy, supported us from the start,” said Madonna’s team coordinator Nancy Nathenson, a registered respiratory therapist (RRT) and chair of Emergency Care.

Nancy said it’s not uncommon for RTs at acute care facilities to provide intubation service, but it is definitely a unique offering at a free-standing rehabilitation hospital like Madonna. Nancy explained the cooperation of Emergency Medical Services, Inc. (EMS) and area hospitals was critical to the success of the newly formed team.

Todd Gilkison, paramedic and director of quality for EMS, along with Dr. Bohart, provided education and training. Jeff Gonzalez, RRT, director of respiratory therapy at Nebraska Heart Hospital and Jay Sveen, CRNA, chief operating officer of Lincoln Surgical Hospital, worked with Madonna’s team to provide anesthesia oversight while they performed “live” intubations at their facilities.

Being a member of Madonna’s intubation team helps RTs move through the Interdisciplinary Clinical Advancement Navigator (ICAN Ladder), an opportunity for engaged, regularly scheduled clinical staff to advance and earn extra income. This could potentially be a draw to attract new RTs to join Madonna’s team.



Madonna intubation team members include (L to R) Michaëlle Schwab, Joe Rush, Teena Nickell, Dawn Yanks, Kim Moss, team coordinator Nancy Nathenson, and Jim Loeffel. Not pictured: Debbie Bennett, Danny Wagner

> CALENDAR

- May 5** **Nurse Aide Classes**
8:30 a.m.-3 p.m.
- May 7** **Supervisory Ed wk 2**
9:30-11:30 a.m.
Lau
Effective Meeting I
9-11 a.m.
Sheridan Rooms
Call 6406 to register.
Beginning Word
1-4 p.m.
Computer lab
Call 6507 to register.
- May 8** **Blood & Medical Assist**
Agee
Call 6406, 6550 or 6476 to register.
- May 14** **Strength Finders Class**
8 a.m.-noon
Sheridan Rooms
Call 6507 to register.
Supervisor Ed wk3
9:30-11:30 a.m.
Lau
- May 15** **Effective Meeting II**
9:30-11:30 a.m.
Sheridan Rooms
- May 19** **CPR Recertification**
9:30 a.m. or 5 p.m.
Agee
Call 6406, 6550 or 5476 to register.
- May 20** **MES: An evening with Lavinia Dock-RN nursing pioneer**
5:30-6:30 p.m.
Sheridan Rooms
1 CH

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

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. The Hymn and Music Program is Sunday at 3:30 p.m.

- May 4** Nebraska Wesleyan Women
May 11 St. Joseph's Youth Choir
May 18 Students of Jo T. Karl

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.

> WAY TO GOs

Thanks to **Erin Pickus** and **Lori Holz** for organizing an awesome bake sale to help my family after the fire and thanks to all who supported me! **SAR team** was amazing to my family and I will never forget the kindness of all the money and clothes. God Bless!!

—Rebecca Seeber
RN

I would like to express my appreciation to **Eileen Crosby** and **Bonnie Ross** for their dedication and hard work. You are very kind to the patients and cheerful as you clean every room on North. Thank you for your willingness to go the extra mile.

—Sarah Parker
LTAC

Congratulations to **Kristy Taylor** for your Promotion to director of staffing, SAR is so proud of you even though you will be terribly missed as our manager. Please come see us anytime! Good luck to you!

—Rebecca Seeber
RN

A big "thank you" to **Heidi Bartlett-Allen, Kristin Luethke, Heather Vanis, Wade Lucas and Russ Virus** for their time and efforts they each contributed to make the Adaptive Sports and Recreation Power Soccer workshop a huge success.

—Mandy Merten
Recreation Therapist

A big thanks to **Cheri Towle, Greg Wenzl and Marty Druempel** for helping set up for the April 25 luncheon. Everything was perfect!

—Marketing and PR Department

In April the Madonna Adaptive Sports and Recreation program had its first youth power soccer workshop, adaptive dance workshop and second sled hockey workshop. Participants had a great time and rated the events overall 95% excellent. Thanks to **Heidi Bartlett-Allen, Ian Thompson, Kristin Luethke, Mandy Merten** of the Madonna Adaptive Sports and Recreation program for staffing the events and to **Heather Vanis, Wade Lucas and Russ Virus** for assisting with the power soccer workshop. Also thanks to **Bob Chase** for providing the dance workshop.

—Linda Ohnoutka, CTRS
Madonna Adaptive Sports
and Recreation Program Leader

We stand corrected!

The April 18 edition of The Independent inaccurately reported that The United Way of Lincoln partnered in donating the pediatric pedal car. The pedal car was donated by The Lincoln Central Labor Union. We apologize for the error.

Health expenses continue to climb

Health plan expenses for employers across the nation, including Madonna, continue to climb. Various consulting firms predict that 2008 will mark another consecutive year of double digit rises in employer's total health care costs. Prescription costs are an increasingly large share of health plan costs.

Many employers are cost shifting, which means participants who use the health care plan pay a greater portion of the expenses through higher co-pays and deductible. While planning for fiscal year 2008-2009, Madonna reviewed actual expenditures, medical trends and survey data to help determine premium rates and plan provisions. Madonna uses this data to keep premiums and benefits market competitive.

In budgeting for health plan expenses for the new plan year, it was determined there will be a 5% increase in Madonna's health plan premiums. Madonna is fortunate to be able to keep premium increases to a minimum as many employers have not been able to do so. In addition, the pharmacy generic co-pays will be reduced from \$15 to \$10 for retail prescriptions and from \$30 to \$20 for mail order prescriptions.

Participants can make a difference to help control costs and premiums by practicing good health habits, using generic drugs and reviewing medical bills carefully. It is also very important that all employees use Madonna services whenever possible. Employees are encouraged to take full advantage of the services offered here at Madonna. Watch for additional tips and articles in future issues of *The Independents* regarding health plan expenses and services available to you.

Detailed information regarding Madonna benefits will be sent to eligible employees' homes the beginning of June. Please watch for this important information. Any changes to benefit elections must be on the appropriate form and turned in to Human Resources by Friday, June 20, 2008, at 4:30 pm.

Contact Wendy Charlton, ext. 6484, or Cindy Rohlmeier, ext. 6814, in Human Resources with any questions regarding your benefits.

A Madonna moment



Adelyn Beaty, the first director of nursing at Madonna, takes the blood pressure reading of nursing student. (photo courtesy of the Madonna Archives)