

February 2016

A publication about the team that cares for our patients

# OUR VOICE

WHAT DOES IT  
MEAN TO HAVE AN  
**IRON WILL?**

PAUL SMITH

*Not my story to tell...*



CHI Memorial

As part of CHI Memorial's recruitment and retention program, any eligible employee who refers an experienced RN who is hired for full-time clinical, direct patient care will receive a bonus – up to \$6,000 for qualified positions! Eligibility and program information can be found on Mnet. Questions? Contact Tim Yonts, manager of recruitment and retention, at (423) 495-8978.

## Talented Nurses Needed!

When there was an opening on 500 South, social worker Danny Curvin knew the perfect person for the job – Tom Malczewski. Danny and Tom worked together for 11 years at Siskin, where Tom was a wound care specialist. The two talked regularly about positions at CHI Memorial, and now seemed like the right time.

Employees can refer a BSN RN with one or more years of experience and/or an AD/ASN RN with two or more years of experience. Payments are made when the new hire completes

orientation and at the one and two year anniversaries, with no limit on the number of RNs you refer. A recruit must list the referring employee's name on their application. Managers are eligible for one referral bonus in a calendar year.

"When you refer a friend or colleague for a job, it speaks highly of where you work that you want them to be part of it," says Danny. "It also shows that you have confidence in their abilities and that makes the transition to a new workplace a little easier."



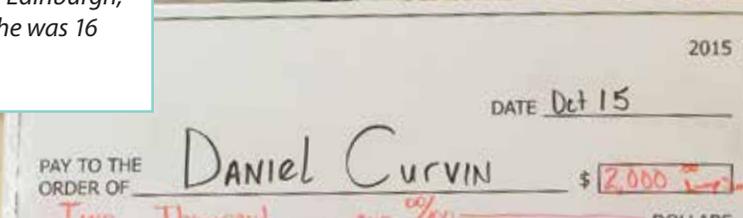
**DANNY**

CURVIN

Social Worker // 8 years

**FUN FACT**

spent a summer in Edinburgh, Scotland, when he was 16



## BUILDING COMMUNITY – One Backpack

When the Sisters of Charity of Nazareth Associates (SCNAs) began looking for an organization where they could get involved and wholeheartedly support its mission, they had a few objectives in mind. The project needed to make a strong impact in the community. It would also allow the SCNAs to partner with community leaders to create lasting change.

They came across Blessings in a Backpack, an organization whose mission is to mobilize communities, individuals and resources to provide food on the weekends for elementary school children who might otherwise go hungry. Although the mission resonated with the group, the SCNAs also wanted to develop an ongoing relationship with a community of people and find more than one way to provide support.

"We reached out to the Chattanooga Housing Authority to help find a subsidized housing community that needed our help – not a handout," says Carol Newton, SCNA, director of integration at Mission Health Care Network, CHI Memorial's clinically integrated network.

### HOW DO YOU MEASURE WELLNESS?

Have you checked out our new Social Wellness Network – Spire? Spire is a social network that we can all access to share personal accomplishments, track our steps, earn points and rewards, and even compete with each other in challenges and competitions. For more information or to sign up, please contact Caroline Dowell at [caroline@spire.me](mailto:caroline@spire.me).





Betsy Kammerdiener and Sister Celine Osbourn at the Chattanooga Area Food Bank

## 1 IN 5 AMERICAN CHILDREN FACES FOOD INSECURITY

Most of these children depend on the federal free and reduced meal program at their schools, and these may be the only ones they get. When school closes on Friday, many children go home to empty bellies and cupboards for the weekend. Who will feed them?

HOW DO YOU CREATE CHANGE?

## at a Time

"We were connected with Greenwood Terrace because of their active residents' council and their similar desire to see lasting relationships created instead of haphazardly receiving food or money."

### Creating Lasting Change

With this connection formed and the mission defined, the Promise Packs ministry came to life in January 2013. The SCNAs along with the residents' council fill backpacks of food for every child in the community from kindergarten to 12th grade – roughly 50 children each week. The food is purchased by the SCNAs and delivered to the Greenwood Terrace Community Center where it's distributed to neighborhood kids. The kids get a backpack of food on Friday and bring back their empty pack on Monday for it to be filled again the next week.

The SCNA's began with personal donations and fundraising efforts to get the program established and to buy supplies. As the program has grown, they've received grant funding from the Sisters of Charity of Nazareth and connected with organizations like the Chattanooga Area Food Bank to help support their mission. What's more, the relationships the SCNAs have created have led to further collaborations and programs designed to eliminate poverty through partnerships and

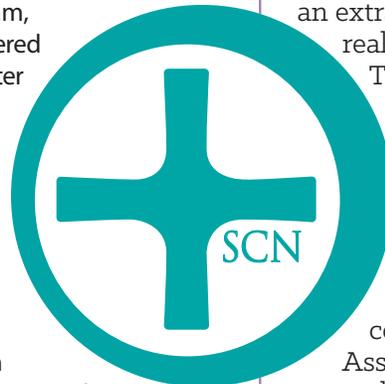
education. Four SCNAs have become trained facilitators for the "Faith and Finances" program, a 12-week course offered by The Chalmers Center that teaches basic financial principles like tracking your spending, creating a budget, and opening and managing a bank account.

Health coaches from Mission Health Care Network have also offered health risk assessments and weekly phone coaching sessions at no charge to older community members. This connectivity along with monthly health education meetings are closing healthcare gaps and helping people live healthier lives.

### The Spirit of Caring Lives On

Even though there are only two Sisters of Charity of Nazareth in Chattanooga, the focus on caring for others and sharing God's love remains strong.

"It's important for us to extend the presence of the SCNs in this community and make new relationships here through ministry," says Carol. "Our goal is and will always be to break the cycle of poverty and support those most vulnerable and in most need."



### WHO ARE THE SISTERS OF CHARITY OF NAZARETH?

The Sisters of Charity of Nazareth family includes an important group of lay people who make an extra commitment to make a real difference in the world.

They are called SCN Associates. They are men and women of all faiths and backgrounds who commit to living out the SCN Mission in their own lives, to deepen their spirituality, to build community with other SCN Associates and SCNs, and to reach out in compassionate service to others in the tradition of Vincent de Paul, Louise de Marillac and Catherine Spalding.

CHI Memorial's Sister of Charity of Nazareth Associates:

- Cindy Carroll (Ret.)
- Karen Frank
- Betsy Kammerdiener
- Pam Lawson
- Jerry McCrary (Ret.)
- Deb Moore
- Carol Newton
- Steve Newton
- Pam O'Connell
- Jean Payne
- Karen Sloan

Sisters of Charity of Nazareth:

- Sister Judy Raley
- Sister Celine Osbourn

# AN IRON WILL

## No Matter the Motivation

COMPLETING AN IRONMAN MAKES YOU PART OF AN ELITE GROUP OF ATHLETES – PEOPLE WHO HAVE TRAINED AND DUG DEEP INSIDE

THEMSELVES TO COMPLETE ONE OF THE WORLD'S MOST CHALLENGING PHYSICAL COMPETITIONS. CHI MEMORIAL ASSOCIATES JOSUE MENDOZA AND PAUL SMITH BOTH COMPLETED THE CHATTANOOGA IRONMAN IN 2015 – BUT THEY APPROACHED THEIR TRAINING AND MOTIVATION IN COMPLETELY DIFFERENT WAYS.



*Josue Mendoza, RN on 5 North, never planned to do an Ironman. He loved team sports, but didn't consider solo training until he hurt his knee and took up biking as a way to rehab. It didn't take long before he was hooked. On a whim, he participated in Southern Adventist University's triathlon and didn't train beforehand. He describes this first experience as a disaster, but then he refocused.*

*"I started training with Team Lowman, a group lead by world-class triathlete Brian Lowman, with plans to do a half Ironman in May," says Josue. "My training just kept getting bigger and bigger – I did the half, and then it became a dream to do a full Ironman in September. I also received a boost of encouragement from one my training friends, John Critchfield, who sponsored me for the full Ironman. It wouldn't have been possible without John's generosity."*

*Josue takes training very seriously, and it's changed his whole life. He switched from working nights to day shift so he could get up at 3:45 a.m. to swim and run before work. He does long runs on Thursday and extended bike rides on Sunday. All this work is also fit in between working full time, studying for his master's degree, and spending time with his wife and (soon-to-be) three children.*

*As his body changed through a healthful diet, better sleep and training, he realized how much better he felt. Josue had also lost 30 pounds, and then he knew this was his new way of life not just a phase.*

*"At some point during the race your body is going to reject what you're doing and tell you to stop, to quit," says Josue. "For me that happened at mile 20 of the run, and that's when the race really began for me. I knew it would happen, but my training helped me find the strength to push through."*

*Through participation in the Ironman, Josue has learned that God created us with an amazing machine and mind. If you take care of it, you can accomplish great things. In fact, Josue's overall time was 11 hours, 55 minutes and 48 seconds, and he finished 426 of 2,700 competitors. After a race like this, some people might take a break – but not Josue. He's already finding others to join him in several Ironman races and marathons next year.*



JOSUE

MENDOZA

*RN, BSN // CTSU: Cardio Thoracic  
6 years // Stepdown Unit*

### FUN FACT

*Soccer was my life until I was introduced to TRIATHLON.*

**WHAT DOES IT MEAN TO HAVE AN "IRON WILL"?**



**Paul Smith** had always been in good physical shape. As an exercise physiologist and personal trainer in cardiac rehab at CHI Memorial, it's part of his job. But when one of his patients approached him about participating in the Ironman as a way to raise money and awareness for his granddaughter's childhood cancer, he just couldn't say no.

"My client, James Pratt, wanted to do anything to help his granddaughter, Jane Anna, to fight neuroblastoma. Family is everything to me, and I couldn't imagine if I was in his position with either of my sons, Mason or John David," says Paul. "Even though I'd never run a marathon or competed in a triathlon, this was my way of being thankful for the precious gifts in my life."

With only a few short months to prepare, Paul squeezed in runs and bike rides when he could and only practiced swimming a few times in open water before race day. Paul knows his story isn't that of the typical Ironman, but somehow he was able to persevere and complete the competition in just less than 15 hours. He was also able to raise more than \$5,000 for neuroblastoma research. What's even better, Jane Anna has now had no evidence of disease for almost a year. Childhood cancer victims are not considered cured until there is no evidence of disease for five years. We all look forward to that five year time frame!

➔

**PAUL**

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**DAVID SMITH**

*Exercise Physiologist  
+ Personal Trainer //  
5 years // Cardiac Rehab*

**FUN FACT**  
*My nickname is Moose.*



**"I PUT JANE ANNA'S PICTURE ON MY BIKE TO REMIND ME OF MY GOAL, AND THAT THIS WASN'T ABOUT ME."**

"On race day, I put Jane Anna's picture on my bike to remind me of my goal, and that this wasn't about me," says Paul. "I just kept thinking that I needed to put that medal around her neck. It was hers to win, not mine."

Through this experience, Paul realized the importance of never giving up – even when things get tough and your body is telling you to quit. It's impacted his life and his clients' lives also, whom he is now encouraging to push a little harder to see what they're able to achieve.

**CHATTANOOGA IRONMAN**

2.4-mile swim  
116-mile bike\*  
26.2-mile run

An Ironman Triathlon is one of a series of long distance triathlon races organized by the World Triathlon Corporation, consisting of a 2.4-mile swim, a 112-mile bike ride, and a marathon (26.2-mile) run, raced in that order and without a break. It's considered one of the most difficult one-day sporting events in the world.



\* the number of miles biked in the Chattanooga race was increased from the standard 112 to 116 to compensate for the 'easy' swim that occurs when you're swimming with (not against) the current.

# Bringing Dreams to Life

WHAT INSPIRES YOU TO HELP OTHERS?

CHI MEMORIAL ASSOCIATE DEVELOPS NEW PRODUCT TO MAKE CPR SIMPLE.



FELICIA



JACKSON

Physical Therapist Assistant  
2 years // Rehabilitation Dept.

**FUN FACT**

*I'm obsessed with karaoke—  
my daughters and I have sing  
offs almost every day.*



**i**t's not always easy to bring an idea or vision to reality, and for Felicia Jackson, all of her hard work is starting to pay off. Several years ago, Felicia, physical therapy assistant at CHI Memorial, came up with an idea that would help make performing CPR simple – even for someone who hasn't received medical training or CPR certification.

"We hit a bump in the road that jarred the car, and my son began choking on candy. Instead of jumping into action, I froze," says Felicia. "Even with my medical training, I didn't know what to do. Thankfully, that's when my partner stepped in and performed CPR."

Although frightening, the whole experience caused Felicia to think about what happened and what she could do to help others who may face similar situations. That's when the idea for CPR LifeWrap was formed.

CPR LifeWrap is a plastic, torso-shaped overlay that can be used by anyone performing CPR to help him or her follow the steps properly and while also protecting themselves. The wrap includes a mouth barrier with a one-way valve and embossed hand placements and proper CPR instructions. You simply remove the wrap from its pouch and place it over the person needing CPR, then follow the instructions. The wrap comes in three different sizes – adult, child and infant.

#### **A Little Help from Friends**

To bring the idea to life, Felicia participated in LAUNCH's business entrepreneurship academy, a 10-week course designed to validate and expand a person's business idea. There she learned about developing a business plan, conducting market research, developing customers, financial planning, marketing, branding, social media and more. Graduates have access to funding and discounted business resources from LAUNCH's partners to provide support even after the business has started.

Felicia has also received support and help from WE R CPR, a Chattanooga-based business, and from co-worker Tony Iwanczyk, who she says has been her right hand at every stage of development. Felicia is now raising funds to bring her product to the testing phase and is excited about all the interest building in CPR LifeWrap.

"Many people don't follow through with their passions or do what they want to do," says Felicia. "I'd rather do the work then fail than not do anything at all. I want to be the platform that pushes people to overcome their fears, be a cheerleader and help others the way people have helped me."



**TONY**

I W A N C Z Y K

*Physical Therapist Assistant  
10 years // PT Department*

#### **FUN FACT**

*I'm always whistling Christmas tunes no matter what time of year.*

*CPR LifeWraps will be manufactured and distributed this year. In December, CPR LifeWrap was selected as the best general business among the startups in The Company Lab's "Will This Float?" competition.*



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# Welcome TO YOUR FIRST ISSUE OF OUR VOICE.

In this new associate publication, you'll find stories. You'll see your colleagues. You'll read about their lives outside of the hospital. You'll hear from *Our Voice* and see how you as a caregiver can not only impact your patients' lives, but also your colleagues. You'll connect with faces you might see walking by.

These faces and stories represent what you as an associate, physician or volunteer bring to work. We want to celebrate and recognize who you are and what you do.

When you commit to working at CHI Memorial, you commit to your own mission and calling. We invite you to share your experiences with *Our Voice*.

*Enjoy! Lisa*



↓

**LISA**  
**M<sup>C</sup>CLUSKEY**

*Vice President // Marketing and Communications // 7 years*

**FUN FACT**  
*I went toe-to-toe with breast cancer and won, I love slabs 'o cake and antiquing.*

## WHAT DOES IT MEAN TO CONNECT AND INSPIRE?

**DID YOU KNOW?**

*By sharing your own story, you help inspire others to do the same. Get to know your colleagues. Ask them to share their stories and their commitments. Uncover their connection to their passion, their community and their colleagues.*

**ASK YOURSELF. START A CONVERSATION.** Begin by listening and sharing your own experiences. Ask yourself what makes CHI Memorial different, special and amazing. What does it mean to be memorable?

CHI Memorial is different because you are different. You are our team, and you are our family. You are committed – we see that every day and we honor your commitment with our own. We're here to share *Our Voice* and ask you to do the same.