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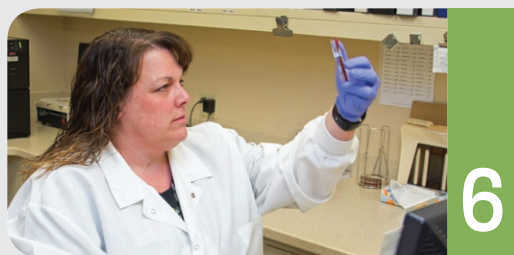
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COVER PHOTO: Speech Language Pathologist Alyssa Ruffier and pediatric patient Nolan Roberts use picture cards to improve articulation of age-appropriate speech sounds.

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EMPLOYEE PHILANTHROPY Program builds its foundation



For years, an undercurrent of conversation existed among staff at Community Hospitals and Wellness Centers (CHWC) to develop a philanthropy fund to support causes and help fellow employees in financial need. While a not-for-profit organization making donations wasn't an appropriate fit, CHWC President and CEO Phil Ennen says he knew there was something to the idea.

HUMBLE BEGINNINGS

Because starting an employee-driven philanthropy program was initiated by the staff themselves and not a pet project of Ennen's, he agreed to get the group up and running with the understanding that the employees funding the program would then step into leadership roles themselves.

Over the summer of 2016, Ennen began soliciting feedback from employees about the function and structure of the program, and the decision was made that employees who chose to deduct \$1 or more from their paychecks per pay period were entitled to shareholder status, making them eligible to serve on a governing council which votes on all matters pertaining to the program. Additionally, the CHWC Board of Directors authorized a dollar-for-dollar match.

Enough employees committed early on to move the project forward; however, there was a hitch that held others back: several employees were not comfortable donating unless they knew in advance how the funds would be used.

"I 'get it' that it's hard to lend support when you don't know exactly what will be supported," Ennen wrote in a July 2016 memo, "but I can't say how the

funds will be used, because it won't be my decision. The employee council will establish the criteria, and then seek approval of the employees who are pledging."

While this may have deterred some from giving right off the bat, Ennen says that as the new Employee Philanthropy Program (EPP) begins selecting organizations, programs and individuals to support, the fund is sure to grow.

A SUCCESSFUL TRIAL RUN

Last September, CHWC held a monthlong pledge drive for employees as a "trial run" to gauge interest and the potential success of the EPP.

"We decided that we'd need about \$2,500 in employee commitments before we could justify moving forward," Ennen says. "I expected about 30-50 people to donate and bring in about \$2,000 because there wasn't much detail in terms of how it would work and what the money would be for. There was just trust that their fellow employees would make good decisions."

At the end of the pledge drive, in the course of one month, more than 100 CHWC employees made pledges totaling over \$15,000. With the board's dollar-for-dollar match, the CHWC EPP has over \$30,000 to work with in its earliest days.

With a sizable fund to start, the EPP is poised for success. The group is now taking applications from organizations and individuals who are seeking funding. Get more information at www.chwchospital.org/EPP.

ULTRA-PRECISE radiation oncology treatment available



Deemed one of the biggest advancements in radiation oncology over the last decade, stereotactic body radiation therapy (SBRT) is now available at the Radiation Oncology Center in Bryan. For the appropriate candidates, SBRT offers major patient benefits and minor side effects.

While this treatment is new to Bryan, Dr. Jeff Forquer and his colleagues have worked with SBRT since its inception 10–15 years ago. In fact, the earliest stereotactic trials run in the United States were at Indiana University, Dr. Forquer's alma mater. "There is a high biologic effect to best kill cancer cells, and a high degree of technical involvement to get the treatment so pinpointed," Dr. Forquer says of SBRT. "All the members of our team have had years of experience with this technology, and we're really happy to bring it to the Bryan community."

PINPOINT ACCURACY DECREASES RADIATION EXPOSURE

In all, SBRT is a positioning device consisting of cushions beneath the back, knees and feet. A bar rests atop the patient's abdomen, minimizing how much the tumor moves while they breathe. Hand-in-hand with advanced imaging, the positioning device allows for an individualized treatment plan that delivers an ultra-precise beam of radiation straight to the tumor while minimizing radiation to surrounding healthy tissue and organs. Radiation is delivered in a



Left to right: Jennifer Hayes, lead radiation therapist; Dr. Jeff Forquer, radiation oncologist; Kim Owen, director of radiation oncology; Phillip Kallenberg, medical physicist.

STEREOTAXIS

[ster-ee-uh-tak-sis] n.

movement of an organism in response to contact with a solid.

higher dose for a shorter amount of time: whereas patients normally come in for about 30 treatments, SBRT candidates could expect a total of just three to five treatments.

Together, doctors determine if a patient is a candidate for SBRT treatment. Strong evidence has shown the effectiveness of SBRT for early stage lung cancer, metastatic disease of the lung, primary and metastatic liver cancer, and spine lesions. This treatment modality is limited to certain cancers, Dr. Forquer explains, because the beam would lose its precision if made big enough to treat larger tumors.

Kim Owen, director of the Radiation Oncology Center, expresses her excitement about SBRT: "We've taken the measures to update and purchase the right equipment so we could offer this technology; that's one less thing patients have to drive to a bigger city for. Our community deserves to have this option."

"We've taken the measures to update and purchase the right equipment so we could offer this technology; that's one less thing patients have to drive to a bigger city for. Our community deserves to have this option."

– Kim Owen,
director of Radiation
Oncology Center

FOR MORE INFORMATION

about the Radiation Oncology Center, visit www.chwchospital.org/ROC.

Advanced Imaging



It may look like pediatric patient Nolan Roberts and SLP Alyssa Ruffier are simply playing games, but these physical activities are used as language tasks that involve interaction, giving and following directions and other verbalization. Additionally, brain-reorganization occurs during physical activity that allows for children to then sit down and focus.

SPEECH THERAPY: it's more than just talk



speech therapy? I don't have problems speaking!" Ask a speech-language pathologist (SLP) and they'll tell you they often hear this from patients. At first glance it may seem like a pretty self-explanatory profession — but in reality, working on a person's speaking is just the tip of the iceberg in the world of speech therapy.

... SWALLOWING

One significant branch of speech therapy is the assessment and treatment of swallowing disorders. Swallowing can be affected by aging, degenerative neurological disorders, nerve damage or stroke, explains Jennifer Witte, SLP at Community Hospitals and Wellness Centers (CHWC).

Therapists use swallow studies to determine a patient's ability to safely swallow various textures of food and

liquids without entering the airway. The therapist observes current muscle function, then treatment is provided to strengthen the muscles and improve the speed of the swallow so a person can safely swallow without choking.

Additionally, the Follow Your Swallow program was developed between CHWC's Speech Therapy Department and Radiation Oncology Center three years ago to help head and neck cancer patients recognize and address changes in their swallowing throughout the course of their cancer treatment. Since starting this program, Witte notes, there has been a drastic drop in referrals for swallowing therapy after radiation treatments are complete.

... SPEECH AND LANGUAGE DEVELOPMENT IN KIDS

As children grow, it's normal for their language and speaking skills to change and

develop. However, a delay occurs when a child's language is developing in the right order but at a slower rate. "For example, children commonly produce their Rs like Ws as they develop speech sounds," Witte says. "But when they are unable to learn the correct way to produce sounds, or are slower at developing appropriate language skills, they may have difficulty understanding and expressing themselves, misunderstand social cues, struggle with reading and experience other problems with academic success and learning."

While speech therapy with children may look like fun and games, Witte calls it challenging, tough work. "You may see a speech pathologist in the hall with their arms full of toys and think, 'that looks like fun,'" she says. "If you're good at your job, your work is their play, so they're having fun while also learning and improving their speech."



SLP Jennifer Witte (right) and LOUD patient Clair Goebel demonstrate what the LOUD program is all about. Goebel, loudly and with clarity, says, "I was skeptical about my speech therapy."

"And now? What do you think?" Witte replies.

"Well, I improved 100 percent," he answers with a big smile.

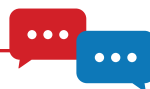


... GET LOUD, GET HEARD AND UNDERSTOOD

One notable speech program for adults at CHWC is LOUD, an evidence-based treatment for voice and speech disorders in patients with Parkinson's disease and other neurological conditions.

Parkinson's disease impacts the biofeedback from the brain regarding the volume in which a person is speaking; in other words, they may feel they're speaking at a normal volume when in fact their voice is very low. Others may have reduced intelligibility rather than problems with volume. LOUD teaches both types of patients how to use additional effort to increase volume and ultimately improve the clarity of their speech.

Witte reiterates, "Volume is the only thing they need to focus on to impact how well they are heard and understood," pointing to patient Clair Goebel (pictured above right) as a prime example.



SPEECH THERAPY

is offered at all three CHWC facilities in Bryan, Montpelier and Archbold. To learn more, visit www.chwchospital.org/speech-therapy.

"Clair had doubts at the beginning of his LOUD treatments because he already speaks at a normal volume, but his speech was very slurred. It doesn't take long after patients start LOUD to achieve an 'aha moment' and they recognize it's actually working. It's very rewarding for them when people notice something is different."



OTHER ELEMENTS OF CHWC SPEECH THERAPY

Patients of all ages can benefit from speech therapy at Community Hospitals and Wellness Centers. Additional services include:

- » Assessment of the vocal chords (videostroboscopy) for voice disorders
- » Children with autism: Understanding and using language to communicate their wants and needs
- » Cognition: Memory problems, reasoning, problem-solving, sequencing
- » Comprehension and expression
- » Pediatric feeding problems
- » Home health services

CHWC labs now offer DIRECT ACCESS TESTING



Stacey Thier, laboratory generalist at CHWC, reads micro cultures.

Direct access testing (DAT) eliminates the need for a doctor's order for certain lab tests, empowering individuals to get the labs they need, when they need them. DAT makes it possible for people who are uninsured, have a health savings account, have a high deductible or who don't want to file a claim to their insurance to get the tests they need at a lower out-of-pocket expense.

Additionally, individuals can plan in advance for a doctor's appointment at which they know certain labs will be ordered, by having the tests done ahead of time and bringing the results to their appointment. This reduces both cost and time spent at the doctor's office.

For direct access testing, please report directly to the lab. Payment for the total amount will be due before testing is performed; Community Hospitals and Wellness Centers (CHWC) accepts cash, check, health savings fund and credit card. Insurance is not filed for DAT.

If results need immediate attention, our lab will contact the patient ASAP by phone. Otherwise, results are mailed to the address provided by the patient. They may also be picked up at any CHWC lab by showing photo ID.

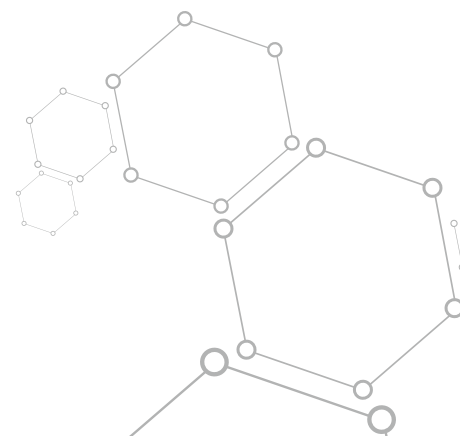
TEST	COST
Venidraw (1x for all blood tests)	\$10
Blood Alcohol	\$80
Blood Type (ABO/Rh)	\$40
Hemoglobin & Hematocrit (H&H)	\$10
Complete Blood Count (CBC) (Includes H&H)	\$20
Glucose - Blood Sugar (No food, only water for 4 hours)	\$10
Glycohemoglobin Diabetes Screen (HgbA1c)	\$20
Basic Metabolic Panel (includes Gluc, BUN, Creat, Ca, Electrolytes)	\$20
Comprehensive Metabolic Profile (includes Gluc, Basic, Liver tests)	\$30
Iron Profile	\$30
Lipid Profile (No food, only water for 12 hours)	\$30
Liver Function Test	\$20
HIV Screen	\$35
Mono Screen	\$15
PSA Screening	\$26
TSH (Thyroid Function Test)	\$25
Vitamin D 25 Hydroxy	\$60

TESTS NOT REQUIRING VENIDRAW CHARGE

Microalbumin, Urine	\$20
Pregnancy Test, Urine	\$18
Urinalysis	\$15
Urine Drug Screen Adults Only	\$66

GET MORE INFORMATION

about direct access testing at
chwchospital.org/DAT.



CHWC EARNNS GOLD for workplace wellness



Employees at Community Hospitals and Wellness Centers (CHWC) enjoyed another year of good health in 2016, earning CHWC gold-level honors from the Healthy Ohio Business Council's Healthy Worksite Award program. Gold Award recipients are recognized for their efforts to enhance productivity, ensure a healthy work environment and improve overall employee health.

Annual programs, like a poker walk on Employee Health and Fitness Day in May and the American Cancer Society's Active for Life challenge, keep CHWC employees involved in fun, health-focused activities and tie in goal-setting, teamwork and accountability, and even some financial incentives for an added bonus.

KNOW YOUR NUMBERS

One important program, Healthy Horizons, offers employees a body mass index (BMI) and blood pressure check, as well as a blood draw to monitor thyroid, liver function, blood count, blood sugar and nicotine use. Beyond the initial screening, coaching and support is available to every employee. Healthy Horizons participants on CHWC insurance may benefit from a reduction in their premiums, and employees not on the hospital's insurance may receive financial rewards if they participate.

"It's important to make sure people know their numbers and their risks. That can really motivate them to make changes if they understand what their risks are," says Jeanette Roberts, wellness coach at CHWC. "Tying it to insurance makes them aware of how the choices we make every day — good and bad — really do affect our health and ultimately what we pay for."

"We're all in a different place
on our wellness journey.

We really believe in choice."

— Jessica Reitzel,
CHWC wellness coach

EMPOWERING THROUGH CHOICE

Along with these structured annual programs, there are also monthly dietitian-led cooking classes, staff fitness centers at all three CHWC facilities, access to personal training and even an allowance that reimburses employees for approved fitness-related products and activities.

"We're all in a different place on our wellness journey. We really believe in choice," explains CHWC wellness coach Jessica Reitzel, listing the many ways the allowance can be used, including paying for gym memberships and classes, fitness trackers, races and other events, bikes, free-weights and dumbbells, fitness videos or streaming services, exercise shoes and more.

"With the allowance, we also feel strongly about accountability," adds Roberts.

"When employees submit a receipt for reimbursement we also ask they show their participation for at least 30 days; tracking in a journal or with their Fitbit, or if they participated in an event to give us their bib number to show they're actually using the allowance for its intended purpose."

LIVING THE MISSION

While it's great that these programs and offerings are available, Reitzel and Roberts note that none of it would matter if employees didn't get involved. "It's not just about what we offer, but about our participation rates. And we have really good participation for our activities," Roberts notes.

IN 2016:

- » **251** employees received activity allowance reimbursement
- » **72%** of employees participated in Healthy Horizons
- » **300** employees participated in Active for Life, an American Cancer Society program that involves individual goal-setting and team accountability
- » **180** employees participated in Weighting for the New Year, which focuses on teams of four weighing in together before Halloween and after January 1 with a goal to not gain weight over the holiday season

To Roberts and Reitzel, earning the gold award for the fourth time is the cherry on top of an already robust employee wellness program. "We're just thrilled to provide these healthy opportunities and remove barriers for our staff," says Reitzel. "This award is validation that we're on the right track."

On the Right Track



Community Hospitals and Wellness Centers
BRYAN | MONTPELIER | ARCHBOLD

433 W. High St.
Bryan, OH 43506-1690

Women's Health Clinic at Bryan Hospital



**"I HAVE ALWAYS HAD
A PASSION FOR
WOMEN'S HEALTH.**

I really fell in love with OB/GYN because I formed good relationships with my patients. You see them on a regular basis, and get to take care of them throughout many stages of their lives."

- Dr. Hanan Bazzi, OB/GYN



his September, Bryan Hospital will be opening the brand-new Women's Health Clinic led by Dr. Hanan Bazzi, OB/GYN. At the clinic, the spectrum of OB/GYN care will be available to women of all ages.

"I have always had a passion for women's health," says Dr. Bazzi. "I really fell in love with OB/GYN because I formed good relationships with my patients. You see them on a regular basis, and get to take care of them throughout many stages of their lives."

Dr. Bazzi joins Bryan Hospital fresh out of residency at University of Michigan Hospital, Department of Obstetrics and Gynecology. She earned her Doctor of Medicine at University of Michigan Medical School and her Bachelor of Science with High Distinction in biology and psychology from University of Michigan-Dearborn.

Watch your mailboxes in August for a special edition of *Wellness Matters* with more information on the clinic, Dr. Bazzi and the comprehensive women's services to be offered at Bryan Hospital. See you in September, ladies!

**Coming
SOON!**

