

M I S S I O N H E A L T H

# scope

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## Smoking Policy Revised as of May 1

### Taking smoke-free to tobacco-free

Take three steps forward and two steps back and you still make progress. Since Mission went campus-wide smoke-free in November of 2004, we have made a great deal of progress. In fact, at that time, approximately 25% of our staff were tobacco users and now we're closer to 11%. That's a huge achievement! Now it's time to take one more giant step by going 100% tobacco-free effective May 1.

"We know that tobacco use is the number one cause of preventable death and disability," said Dale Fell, MD, Mission's Chief Medical Officer. "We would like our own staff to be healthier and live longer."

No one ever said it would be easy, but we do think it's possible. Mission was one of the first hospitals in the state with a *smoke-free* campus policy. Since that time, 103 hospitals in North Carolina have adopted a policy of being 100% *tobacco-free* with 16 more announcing their plans and four more in the policy planning stage.

Revisions to Administrative Policy #200.012, Tobacco-Free Environment, prohibit smoking and the use of tobacco products during working time. Working time is defined as all time during a staff member's shift, including their paid break time, whether or not they are on Mission's premises. The only time staff members may smoke or use tobacco products is during their unpaid meal break off Mission premises. Staff members must clock out before leaving campus, and clock back in upon their return. They must not return with the odor of smoke on their clothes or on their body. Violations of this policy could result in disciplinary action up to and including termination.

The Tobacco-Free Environment poli-

cy applies to staff, physicians, inpatients, hospital-based outpatients, visitors, students, vendors, contractors, subcontractors, and volunteers.

The policy also clearly states that smoking or the use of tobacco products is prohibited in personal or private vehicles if the vehicle is on Mission owned or leased properties.

The smoking areas at MAHEC are for MAHEC staff and should not be used by Mission staffers.

This new, stronger policy also outlines the steps for managing an inpatient who insists on smoking, with protocols and resources for nicotine replacements. Visitors who refuse to comply with the policy may be asked by Security to vacate the campus.

#### Why can't we just keep things the way they are?

"Despite our successes since 2004, we have been unable to control abuse of smoking on the sidewalks and in out-of-the-way places around our campus," said Joe Damore, Mission's President and CEO. "It has been a constant source of complaints from members of the community who say that hospital workers in scrubs smoking out on the sidewalk is not a healthy image for Mission Hospitals to be sending. We have also had complaints from staff members who carry the load while their co-workers take numerous 'smoke breaks.'"

"Providing smoking areas doesn't support our primary goal to become totally tobacco free and create a healthier environment for our patients, families and employees," said Maria Roloff, Mission's VP of Human Resources. "We want to effectively eliminate the 'triggers,' like smoking areas, that make a campus-wide tobacco-free environment difficult. To continue to maintain and allow use of tobacco in these areas, even out on the sidewalk, is like giving tacit approval of tobacco use, and that's not Mission's message to the staff or the community."

#### How will the policy be enforced?

Disciplinary steps are based on Human Resources Policy #5.01, "Corrective Action," and follow the same general disciplinary steps we would take if a person used alcohol on Mission premises in violation of our policies.

1. The first violation will result in a documented referral to the Nicotine Dependence Program. Participation in the program will be voluntary.
2. The second violation will result in a mandatory referral to the Nicotine Dependence Program and written corrective action being issued to the staff member by the department director with a copy to Human Resources for placement in the staff member's personnel file.
3. The third violation will result in a Final Warning. The staff member will be informed that any subsequent violation

See Revised Tobacco Policy on page 8



# Mission Home Help Receives Corporate Social Responsibility Award

*Recognized nationally by PR News*

Mission Hospitals was recognized for its Mission Home Help program by *PR News* at its annual Corporate Social Responsibility Awards luncheon held in March at the National Press Club in Washington, D.C.

Mission received honorable mention in the Employee Relations category. Awards were given in a dozen categories critical to corporate social responsibility success selected for their work during the 2007 judging period. The award was accepted by Janet Moore, director of the Mission Community Relations Program, and an early advocate for the program.

Mission Home Help, in partnership with OnTrack Financial Education and Counseling, provides employees with free financial counseling, free Manage Your Money and Homebuyer Education classes, and up to \$2500 in matched money for qualified employees who enroll in and complete the program. To date, 12 Mission employees have purchased homes through the program.

“At Mission we believe in supporting and helping our employees work toward financial self-sufficiency,” said President and CEO Joe Damore. “Home ownership is one of the best ways to do this and to help create a stable, quality workforce to serve our community. Our employees are one of the keys to bringing our community quality, safe, compassionate, cost-effective care and we appreciate our



Copestone Health Unit Coordinator Tara Beeks and her son Terry are enjoying their first home thanks to the Mission Home Help Program.

employees’ dedication to improving the health of the people in our community.”

*PR News* is the leading publication covering the public relations trade. The Corporate Social Responsibility Awards recognize people and companies that successfully demonstrate that altruism, philanthropy and employee commitment to “do good” can make an impact on a community, key stakeholders and a company’s bottom line.

The employee relations category recognizes internal communications efforts and honors organizations that are communicating to employees corporate responsibility commitments and engaging them in helping to create positive change on important social and environmental issues.

The PR News family of products includes *PR News*, PR News Workshop & Webinars, PR Job Center at prnewsonline.com, the Platinum PR Awards, PR People Awards, CSR Awards, The 100 Best Case Studies Book, Digital PR Guidebook, Guidebook to Best Practices in CSR, Guidebook to Best Practices in Measurement and the Crisis Management Guidebook. The premier web site, www.prnewsonline.com, includes the latest strategies and tactics for communications professionals.

Consumer Credit Counseling Service (CCCS) is a private, non-profit, community-supported, United Way agency dedicated to helping people solve their financial problems.

– Michelle Rabell

**The next Mission Hospital American Red Cross Blood Drive is on Friday, April 25, 7 a.m. - 4 p.m. Kate B. Reynolds Classrooms, Latta Parking Lot**

For an appointment, call One Call Scheduling at 213-2222, option 2  
Appointments will be taken before walk-ins

**Thanks, Mission staffers, for giving back to our community by giving the Gift of Life!**



# Mildred Nance-Carson Honored with TWIN Award

Mildred Nance-Carson of Mission's Legal and Risk Management Department was honored March 13 by the Asheville YWCA at their 16th Annual Tribute to Women of Influence (TWIN) banquet. TWIN honors the professional achievements of women and the companies that support the advancement of women.

Nance-Carson is a 28-year employee of Mission and in her role as office assistant assists in the daily operations of the office and greeting visitors. She is an Advisory Board Member for the W.C. Reid Center for Creative Arts, the scholarship chairperson for the Skyview Golf Association, is a NC Trustee for the Improved Benevolence Protective Order

of the Elks of the World, serves as assistant recorder for the Daughters of Esther #128 OES, volunteers for Partners Unlimited, and is program chair and a member of Solid Rock Missionary Baptist Church.

Proceeds from the banquet benefit the YWCA's many programs, dedicated to the empowerment of women and families and the elimination of racism. To learn more, visit the YWCA website at [www.ywcaofasheville.org](http://www.ywcaofasheville.org).



## Your Loss is Manna's Gain

*LU4L project will feed those who have less*

It started with one team's desire to help not only themselves, but community members who need it most. The Lighten Up 4 Life Mission Hospitals team, the BFFs, chose to honor their pounds lost in the form of an equal weight of food to Manna Food Bank. Now Mission Health Systems has formed a collaboration with Manna, making it simple for Lighten Up 4 Life participants everywhere to help others in the community by donating canned goods. Earth Fare and Beverly Hanks & Associates have volunteered to be drop-off sites for canned goods through Friday, June 6.

"Earth Fare is dedicated to raising awareness about a variety of issues that concern our community," said Janice Husk, Community Coordinator. "Certainly, hunger is something that I personally feel very passionate about. It is always a privilege to participate in community outreach projects that serve and nourish the community."

"Efforts like these are essential to boosting our food supply," said Manna Food Bank's Executive Director, Kitty Schaller. "We are delighted to be receiving

help from Mission and all the other businesses participating in Lighten Up 4 Life's effort to make your loss Manna's gain."

Here's how you do it: total your weight loss and donate those pounds in the form of canned goods. Note: one can is approximately one pound.

Food donations will be accepted through Friday, June 6. Drop off your canned goods in barrels placed in the entrance of one of the nine locations below:

### Earth Fare

- South Asheville store (1856 Hendersonville Road)
- West Asheville store (66 Westgate Parkway)

### Beverly-Hanks & Associates

- Downtown Asheville office (300 Executive Park)
- North Asheville office (820 Merrimon Avenue)
- South-Skyland office (1940 Hendersonville Road)
- Biltmore Park office (One Town Square Boulevard, Suite 140)

- Hendersonville office (400 Beverly-Hanks Centre)
- Waynesville office (124 Branner Avenue)
- Weaverville office (61 Weaver Boulevard, Suite H)

The mission of Manna Food Bank is to involve, educate and unite people in the work of ending hunger in Western North Carolina. As a member of America's Second Harvest, The Nation's Food Bank Network, Manna serves 325 non-profit member agencies in 16 Western North Carolina counties. Learn more at [www.mannafoodbank.org](http://www.mannafoodbank.org).

If you have questions or comments, please call Maureen Scullin at 681-5534 or email [mscullin@marketimpactadv.com](mailto:mscullin@marketimpactadv.com).

— Michelle Rabell

# MAHEC Classes in May & June



The following programs will be offered by MAHEC during May and June. For more detailed information, such as credit, description and fees, please visit [www.mahec.net](http://www.mahec.net) and click on "Continuing Education" or call (828)257-4475.

## Allied Health Education

Diabetes 2008: A Clinical Update  
May 2, 8:30 a.m. - 5 p.m.

3rd Biennial Stroke Conference  
May 8 & 9, 8:45 - 11:30 a.m.

Spanish for the Clinician  
May 13, 8:30 - 11:45 a.m.

Training for Interpreters in Health and Human Services Settings: Level II  
May 13, 8:30 a.m. - 4:30 p.m.

## Dental Education

Cone Beam Computed Tomography (CBCT) and Its Role in Dental Practice  
May 8, 6 - 8 p.m.

## Leadership and Management Education

The 9th Annual Basic Managerial Institute (BMI) - Module V

Legal Hot Spots for Healthcare Managers  
Are You the Coaching Type?  
Healthcare Team Building  
Time & Meetings Management  
May 29, 8:30 a.m. - 5 p.m.

The 9th Annual Basic Managerial Institute (BMI) - Module VI

Healthcare Risk Management  
Performance Management  
Situational Leadership  
Taking Charge of Change  
June 26, 8:30 a.m. - 5 p.m.

## Medical Education

Diabetes 2008: A Clinical Update  
May 2, 8:30 a.m. - 5 p.m.

3rd Biennial Stroke Conference  
May 8 & 9, 8:45 a.m.- 11:30 a.m.

Autism: Frontiers of Genetics, Diagnosis and Treatment  
May 9, 8 a.m. - 4:45 p.m.

Lost in the Land of Nod – An Interdisciplinary Look at Sleep Disorders  
May 16, 9 a.m. - 4 p.m.

Basic Life Support (BLS) Healthcare Provider Course  
May 27, 8 a.m. - 1:15 p.m.

Basic Life Support (BLS) Healthcare Provider Course  
June 3, 8 a.m. - 1:15 p.m.

Revisiting Complementary and Alternative Medicine: A Disease Management Approach  
June 13, 8 a.m. - 4:30 p.m.

## Mental Health Education

The 4th Annual Infant Mental Health Conference for Parents: Meet the Baby in the Womb!  
May 4, 3 - 5 p.m.

The 4th Annual Infant Mental Health Conference for Professionals: The Surprising Continuum of Awareness from Conception to Birth: Evidence & Implications for New Paradigms of Parenting, Birthing & Therapy  
May 5, 9 a.m. - 4:30 p.m.

Acceptance and Commitment Therapy: The New Wave in Cognitive Behavior Therapy  
May 8, 9 a.m. - 5 p.m.

Autism: Frontiers of Genetics, Diagnosis and Treatment  
May 9, 8 a.m. - 4:45 p.m.

ADDICTION: Focus on Women  
May 13-16, 8:30 a.m. - 9 p.m.

BYOL: How to Effectively Discuss Substance Abuse with your Patients  
May 13, Noon - 1 p.m.

Introduction to Seeking Safety and Intensive Module Training Part 3  
May 21, 8:30 - 11:45 a.m.

Clinical Supervisor L & L Series: What's Your Supervisory Style?  
May 22, Noon - 1:30 p.m.

Developing, Documenting, and Contracting for Outcome-Based Services  
May 23, 8:45 a.m. - Noon

Clinical Supervisor L & L Series: Identifying Outcomes for Clinical Supervisors - Tools to Use and Improve Process  
June 19, Noon - 1:30 p.m.

## Nursing Education

Diabetes 2008: A Clinical Update  
May 2, 8:45 a.m. - 5 p.m.

3rd Biennial Stroke Conference  
May 8 & 9, 8:45 - 11:30 a.m.

NCLEX RN Review  
May 13 - 15, 8 a.m. - 4 p.m.

Clinical Simulation Skills Laboratory (AB TECH ENKA CAMPUS)  
May 21, 9:10 a.m. - 12:10 p.m.

Medical Surgical Nursing Review  
May 29 & 30, 9 a.m. - 4 p.m.

Pharmacology For All Ages  
June 4, 8:30 a.m. - 3:30 p.m.

Physical Assessment Course for RNs  
June 10 & 11, 8:30 a.m. - 4 p.m.

12 Lead EKG Interpretation  
June 17, 8:30 a.m. - 4 p.m.

Central Venous Access Devices  
June 25, 9 a.m. - 4 p.m.

## Pharmacotherapy Education

Diabetes 2008: A Clinical Update  
May 2, 8:30 a.m. - 5 p.m.

Updates in Pharmacotherapy: Pediatrics and Geriatrics  
May 4, 10 a.m. - 5 p.m.

## Public Health Education

3rd Biennial Stroke Conference  
May 8 & 9, 8:45 - 11:30 a.m.



**Mission's nurses are so great,  
someone should be sending them flowers!**

Just a reminder that if you are planning to nominate one of our RNs for Great 100 Nurses of North Carolina, the deadline for nominations is April 30. You can learn more about the award at [www.great100.org](http://www.great100.org). Click on "nominations" and from there you can complete an online nomination or print out a PDF version of the nomination form.

# Health Matters: Nutritional Fitness on the Job

Have you fully considered the factors that help you succeed on the job? What increases your level of concentration, productivity, and sense of well being? If doing well and feeling well on the job is important to you, try these tips from Mission's Health Education Center.

## 1. START EVERY DAY WITH A HEALTHY BREAKFAST.

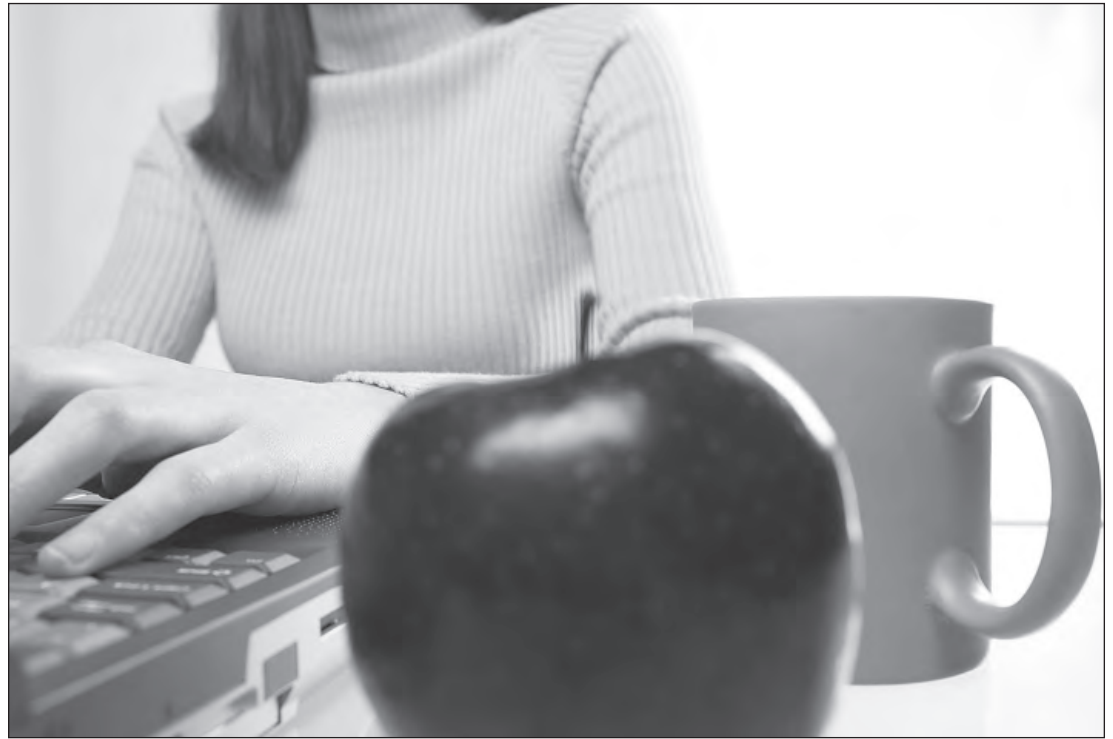
Skipping breakfast should not be an option. Include a good source of protein, carbohydrate, and healthy, monounsaturated or omega-3 fat in the morning. According to the Mayo Clinic, eating breakfast helps replenish glucose in our bloodstream which increases alertness, physical performance, and a sense of well being. In fact, according to 2002 data from the National Weight Control Registry, "eating breakfast is a characteristic common to successful weight loss maintainers and may be a factor in their success."

Healthy breakfast ideas include low fat cheese, whole wheat toast, sliced fruit, low-fat milk, high-fiber cereals, cottage cheese, nuts and egg whites.

## 2. SELECT A REGULAR SCHEDULE FOR MEALS, BEVERAGES, PHYSICAL ACTIVITY, AND RECORD KEEPING.

When you are hungry and haven't eaten for more than four hours, skipping meals can trigger a cascade of chaotic and overindulgent food choices later in the day. Physical hunger can quickly appear in our emotional and physical feelings of irritability, tiredness, mood changes, headache, light headedness, physical weakness, and inability to concentrate. Consider keeping a timer or alarm set to remind you to eat according to your regular meal breaks. No work assignment is more important than taking care of your own health and nutritional needs.

Drinking water regularly is important at work. We need water to stay alert, to help keep nutrients moving to, in, and out of our cells, to keep our bowels moving regularly, and to help increase the ease of



body motion. Dehydration can possibly lead to a false sense of hunger and also a headache. You may need more water based on physical exertion and exposure to heat and humidity. To maintain your body's fluid balance, pull out the water bottle, fill it, and keep it on your desk or within reach at all times.

Planning daily physical activity helps make it happen. The recommendation for physical activity is 60 – 90 minutes of moderate intensity daily for weight loss and weight maintenance. Include both aerobic activities and strength training as a part of your regular routine.

Keep a food and activity record daily. If you bite it or swig it then write it within 15 minutes! Just writing down what we eat holds us accountable for our actions, and an increase in accountability increases the likelihood of making healthy food choices and exhibiting adequate portion control.

## 3. PLAN AHEAD.

Are you challenged to include enough fruits and vegetables in your daily diet? Make time in the evening, after work or on the weekends, to plan your meals and pack your lunches and snacks for the next day.

Using small plastic containers, pack raw carrots, celery, cherry tomatoes, broccoli and cauliflower and enjoy them with

a small amount of canola or olive oil, or herb-based homemade salad dressing. You can also take frozen green vegetables to steam in the microwave. Low sodium V8 Juice is another way to pack in vitamins and minerals.

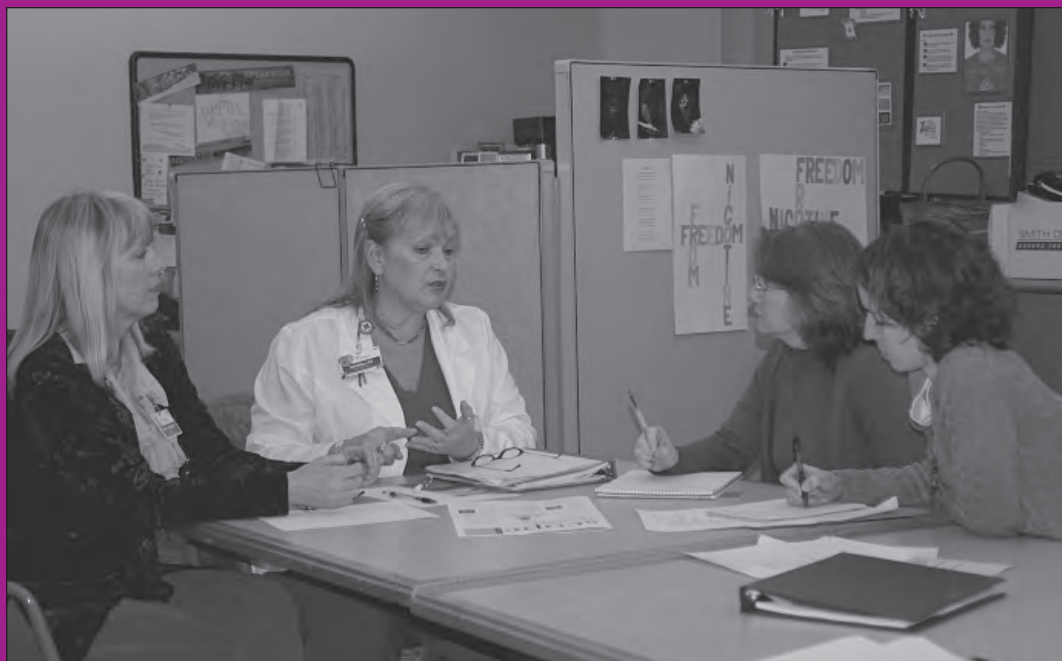
Fresh whole fruits and dried fruits make a nice addition to salads, cereal or yogurt. Even containers of unsweetened applesauce and 4-ounce size juice boxes of 100% juice can supply a pick-me-up.

## 4. LOCATE AND LEAN ON A SUPPORTIVE CO-WORKER.

Find another health nut or someone inspired to keep a health focus at work. Accountability helps when it comes to keeping a healthy lifestyle. Think about ways your partner can help keep you on track by encouraging the removal of high-sugar low-nutrient candies and sweet, edible rewards from your desk or work space. Accountability partners can encourage physical activity on breaks and motivate a spark in your interest for staying healthy. Your friend can help plan healthy lunches or parties at work where the potluck dishes include fruits and vegetables.

– Amanda L. Ridenhour, MEd, RD, LDN  
Clinical Nutritionist Educator, Mission's  
Health Education Center

## Picking Up a Few Pointers



There's no reason to reinvent the wheel! That's why two staffers from the UNC Health System's Nicotine Dependence Program traveled to WNC to meet with Mary Walker and Donna Borowski of Mission's Nicotine Dependence Program on March 19. As one of the first and largest hospitals in the state to go smoke-free in 2004, Mission's nicotine dependence counselors have lots of experience with programs and resources to help staff members successfully stop smoking. Pictured left to right are Walker, Borowski, and Carol Ripley-Moffit and Katie Patsakham of UNC's Nicotine Dependence Program.

## Mission Possible Gearing Up and Expanding for its Second Summer

Mission's summer Mission Possible Internship Program is looking for motivated high school students interested in learning more about careers in healthcare and its related fields. The four-week paid internship is available to rising 10th-12th grade students interested in healthcare careers in both the Asheville City and Buncombe County School systems.

This summer, Mission Hospital will host two Mission Possible Internship programs. Participants will not only explore healthcare career options, but will learn healthy eating and wellness habits, relevant job skills to support student success and the responsibilities and expectations of specific careers in healthcare, the challenges and the opportunities. They will discover more about Mission through orientation and interacting with our professional staff. In addition, they will learn the role of departments and gain career preparation skills through mock interviews, career consul-

tations and resume development.

Mission Possible interns will work Monday through Friday, 9 a.m. until 2 p.m. each week and will be compensated at a rate of \$7.25 per hour. The program will provide two pairs of scrubs, a breakfast snack and lunch daily. The first Mission Possible session, June 9 - 30 and July 7 - 11, will be for students participating in the AVID program, Advancement Via Individual Determination, at Asheville High School. The second Mission Possible session, July 14 - August 8, will be open to Buncombe County high school students.

Students may apply online using the Mission Hospital webpage. All applications are due April 18. For more information on the program, please contact Tarik Glenn, 828-213-5632, or by email, [tarik.glenn@msj.org](mailto:tarik.glenn@msj.org).

## Celebrating Service In April!

### 30 Years

Claudia R. Wheeler                      Bed Control  
Registration

### 25 Years

Thomas W. Noblett                      Cardiology Echo

### 20 Years

Ann W. Ford                      Performance Improvement  
Diane M. McDonald                      Operating Room  
Barbara C. Moore                      SATU

### 15 Years

Sandra L. Barkei                      Transfer Unit  
Cheryl A. Birchfield                      MCS D  
Debra S. Hensley                      SDDU  
Kimberly M. Hines                      MCS D  
Wanda L. Hoglen                      Environmental Services  
Annette Johnson                      Distribution  
Robert M. Luka                      Health Education Center  
Mary Lynn Scarbrough                      Community Health  
Marietta D. Stewart                      Psych Service Line

### 10 Years

Veronica T. DeGuzman                      MCS D  
Misty R. Everling                      Pulmonary Medicine  
Renea S. Hawkins                      Oncology  
Rolenia M. Hawkins                      Environmental Svcs.  
Cynthia L. Meade                      MCS C  
Nellie E. Melton                      7N General Surgery  
Susan N. Pike                      Copestone  
Jackie E. Worley                      Insurance Billing and Collect.

### 5 Years

Sally F. Abu Ghoush                      MCS D  
Pedro S. Barago                      Storeroom  
Terry M. Barnard                      Sterile Processing  
Jeanne B. Bartlett                      Women and Children  
Pamela Batchelor                      Respiratory Svcs.  
Elizabeth A. Darling                      Pastoral Care  
Shannon A. Greene                      General Medicine  
Phillip L. Hall                      EKG  
Kimberly W. Hite                      CVRU  
Kathy P. Jackson                      MCS D  
Monica C. Knighten                      Emergency Dept.  
Jason N. Maher                      Legal Services  
Brandon T. Ogle                      Engineering  
Jimmy R. Shepherd                      Engineering  
Corinne Varner                      HIM Transcription  
Diane W. Waters                      Regional Transport

# Make Your Wishes Known

## Healthcare Decisions Day, April 16

What do you hope for most? We could all make our wish list. Rarely do we take the time to think about the choices we have about the end of life. Dying is not the topic we bring up while we grab a hamburger and rush on to the next family or social event. Even so, we need to talk.

Health Care Decisions Day is April 16. It is a time for all North Carolinians to think seriously about their hopes about life and their needs around life's end.

Mission Hospitals invites you to join that conversation. Here are ten things that you can do right now:

1. Think about what brings joy and meaning to your life.
2. Consider organ, eye and tissue donation. Learn more at [www.donatelifenc.org](http://www.donatelifenc.org).
3. Make your wishes about donation known by talking to family and friends.
4. Consider your present or future health and the needs you may have.
5. If you have questions, talk to your doctor about your health needs.
6. Outline your goals for living, even as you come to life's end.
7. Make some decisions about ways in which medical care can help you reach those goals. Some goals may call for medical care that tries to cure. Other goals may invite a focus on comfort at life's end. Your choices may change with time and with changes in your health.
8. Decide who can best help you support your decisions if you are unable to make them. Tell them about your wishes.
9. Complete a plan that will help you reach your goals. This may include filling out a Health Care Power of Attorney or a Living Will. You may want to complete a Five Wishes document that can help communicate your wishes clearly.
10. Tell your doctor, your family, and your

friends about your wishes.

It may not be an easy conversation. Such talk may lead you to tears. But, there may be moments in which you reaffirm the love of others in your life. You may retell faith stories that comfort you, even in the face of death. You can find solace in the knowledge that those for whom you care know how to best care for you now and at life's end.

Need some help? Come to the cafeterias on both campuses on April 16 from 11 a.m - 1 p.m. and 8 - 10 p.m. We'll have information for you to read. Someone can talk through Five Wishes with you. Five Wishes is a user-friendly guide to help you set some goals about end-of-life care. We can share information about organ, eye and tissue donation.

Like the internet? Go to Mission on Demand. You can print off a Health Care Power of Attorney or Living Will. You can view a copy of Five Wishes. There will also be a helpful link to end-of-life resources on the web.

What if you miss April 16? Don't worry. Call Pastoral Care at 213-1080. We can set up a time for you to talk about these issues.

Need a class on this to really dig deep? Call CarePartners Hospice at 277-4800. They can share even more information about Making Choices, a class focusing on practical discussions and planning about your future healthcare choices.

It is not an easy conversation. But with some support, you really can make your choices known. And that may be what you and your family are wishing for most.

## A Closer Look

### What is Five Wishes?

Five Wishes is a document used by people in over 40 states to tell about their wishes on end-of-life care. The pages put medical decisions into clear, understandable words. They help families and friends talk honestly about hard choices. Five Wishes includes decisions about:

- The person I want to make care decisions for me when I can't
- The kind of medical treatment I want or don't want
- How comfortable I want to be
- How I want people to treat me
- What I want my loved ones to know

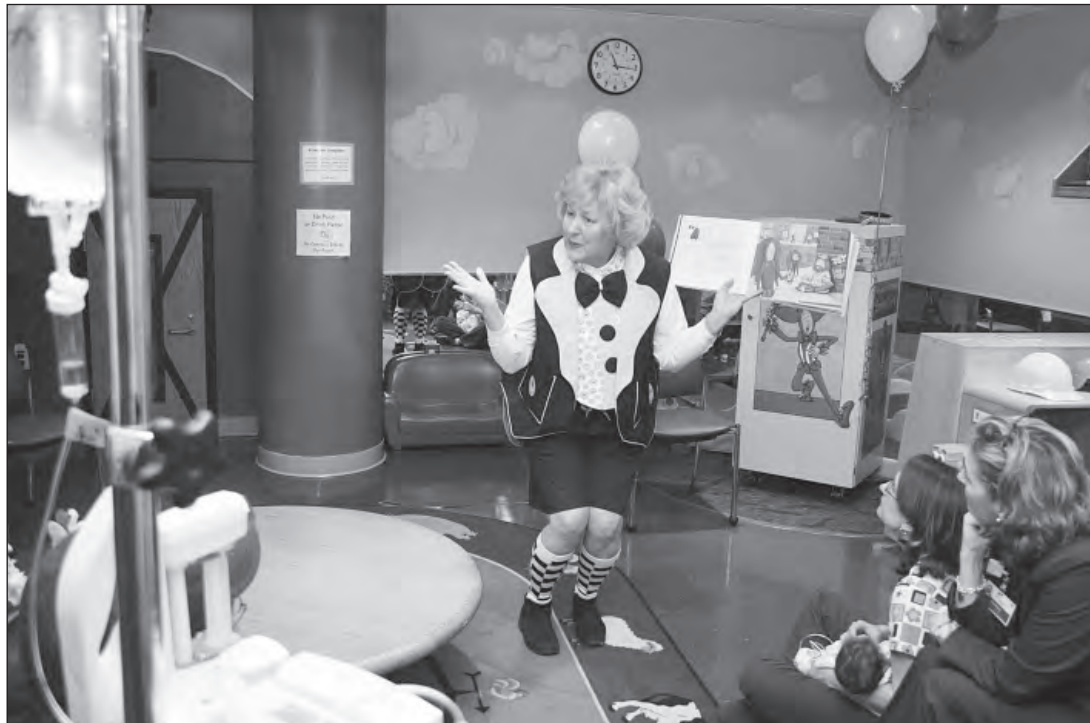
You can get a copy of Five Wishes by calling Pastoral Care at 213-1080. You can view a copy online by going to Mission on Demand.

### Does a heart on my driver's license mean I am a donor?

Everyone asks, "Does the heart on my license mean I am a donor?" It does now in North Carolina. This past October, NC lawmakers made the heart on your license formal consent for donation. It is a legal way to make your choices about donation count.

Like to learn more? Go to [www.donatelifenc.org](http://www.donatelifenc.org). You don't have a heart on your license, but you want to update your decision? Go to the website above and look for the link to change your decision online. Organ donation can save the life of one of the 95,000 plus people on national waiting lists. Eye and tissue donation can enhance the lives of many others. Make your decision and let others know.

# Jester & Pharley Smile Cart™ Gift to Mission Children's Hospital



Smiles were the order of the day March 13, when Mission Children's Hospital became the first North Carolina hospital to receive a Jester & Pharley™ Smile Cart. Janis Roberts read the engaging story to the children and then, with her sister, Karen Jackson, presented everyone with their own copy. The children also received a Jester & Pharley Doll, which reinforces the book's uplifting message that laughter is always inside us.

"In addition to copies of *The Jester Has Lost His Jingle* and Jester & Pharley Dolls that we will be able to give our children, we will make great use of the other educational materials that come with the Smile Cart," added Child Life Activities Coordinator Jena Johnson. "They will be of immense value to us in motivating our children. The hopeful message of *The Jester* touches everyone's heart."

The Smile Cart, donated by Karen Luke Jackson of Hendersonville, NC, and Oscar and Janis Luke Roberts (aka Mayor Clancey, the Clown of Smileville™) of Ocilla, GA, is the 45th Smile Cart from the non-profit Jester & Pharley Phund to be donated to a U.S. healthcare or special-needs facility. The Smile Cart is being given to honor the life of Christine Fendya of Albany, GA.

Jester & Pharley Smile Carts are part of the Southern California-based Jester & Pharley Phund's efforts to provide emotional support and smiles to youngsters coping with illness. In addition to copies of David Saltzman's award-winning *The Jester Has Lost His Jingle* and Jester & Pharley Dolls, the colorful activity center contains a TV, VCR/DVD and CD-tape-radio unit donated by Sony Medical Systems as part of its For the Kids™ program.

The Smile Cart is inspired by the New York Times best-selling children's book *The Jester Has Lost His Jingle* by David Saltzman, who died of cancer in 1990 shortly after graduating Yale. "Karen and Janis and Oscar's donation couldn't come on a more appropriate day – as March 13 is David's birthday," said David's mother Barbara Saltzman.

For more information about The Jester & Pharley Phund and its literacy and outreach programs to benefit ill and special needs children, visit [www.the-jester.org](http://www.the-jester.org) or call 800-9-JESTER.

– Michelle Rabell

## Revised Tobacco Policy

Continued from page 1

may result in immediate termination from employment.

4. Suspension and/or immediate termination may be recommended for the first smoking violation in areas where combustible supplies, flammable liquids, gases, or oxygen are used or stored or where other circumstances may warrant.

### Suppose I choose to quit?

Recognizing that smoking is an addiction and not always a choice, Mission is committed to providing help for staff members, patients and visitors who want to quit or help to control their nicotine dependence while they are on campus.

Mission's Nicotine Dependence Program offers classes and one-on-one counseling for staff members. Nicotine replacement, including Chantix, is available at no charge for Mission staffers. To get started, contact one of our Nicotine Dependence counselors at 213-0292.

### What if I don't want to quit?

You can choose to contact Nicotine Dependence so that they can help you deal with your addiction while you are here, or you will need to leave campus on your own time to smoke. Smoking on campus and during break times won't be an option. Even if you clock out during lunch and smoke off campus, you may not come back smelling like tobacco.

For a limited time, Mission will be offering free nicotine replacement gum and resources for staff members who want to control their addiction while at work. To receive a supply, contact the Nicotine Dependence Department at 213-0292.

"The next challenge will be an extension of the policy and communication to all of our patients and visitors," said Roloff. "We are looking at other facilities to see what ways they have used to be successful.

"Mission is not in the business of telling people what to do with their personal lives, but it is committed to a healthier community, beginning with our own staff," says Roloff. "We will assist those who want to quit or who want to control their dependence while they are here."

# Fundraisers at Mission: Did You Know?

Bake sales. Book sales. March of Dimes. Adopting families during the holidays. Relay for Life. United Way. These are all fundraisers, and you see them all the time at Mission. What you might not know is there are certain guidelines for fundraisers at Mission. Here are some frequently asked questions:

**What is a fundraiser anyway?** As defined in Administrative Policy 200.700, a “fundraiser” is any interdepartmental program or initiative with the primary purpose of raising money for charitable purposes.

**Does this include all fundraising events that go on at Mission?** Yes, however, specifically excluded are programs or initiatives of the Mission Volunteers, including sales of items in the gift shops; blood or tissue drives; and charitable initiatives undertaken by a single department that involve no contributions or participation from employees or others outside of that department.

**Who can conduct a fundraiser?** Mission recognizes its responsibility to the community and, consequently, has pre-approved certain internal fundraising initiatives, for external nonprofit organizations (i.e. United Way). However, you, or your department can set up a fundraiser.

**If I, or my department, or a group of employees want to conduct a fundraiser, how do we get started? Does it have to be approved?** Yes.

Before you get started, it must first be approved. However, it depends on the type of fundraiser:

If you, or your department want to help a fellow employee within the department who is going through a crisis or unforeseen situation:

- You must get written permission from your Vice President authorizing such internal department fundraising.
- Ideally, departments should refer the employee in need to the Employee Emergency Loan Program administered by Human Resources or the Employee Emergency Grant Program administered by Mission Healthcare Foundation, Inc. for immediate help. These programs exist to assist staff members.

For all other fundraisers that will utilize Mission personnel or resources:

- You must complete a Fundraiser Application Form through MOD (type in “Fundraiser Application Form” in the search box on MOD).
- Your application will be submitted to the Staff Activity Committee, which will review the application in cooperation with Mission Healthcare Foundation, Inc. and determine whether Mission should allow the fundraiser to be conducted. As a general rule, the committee will approve applications for only those fundraisers that will benefit Mission, its employees, patients, facilities and programs using the following criteria:

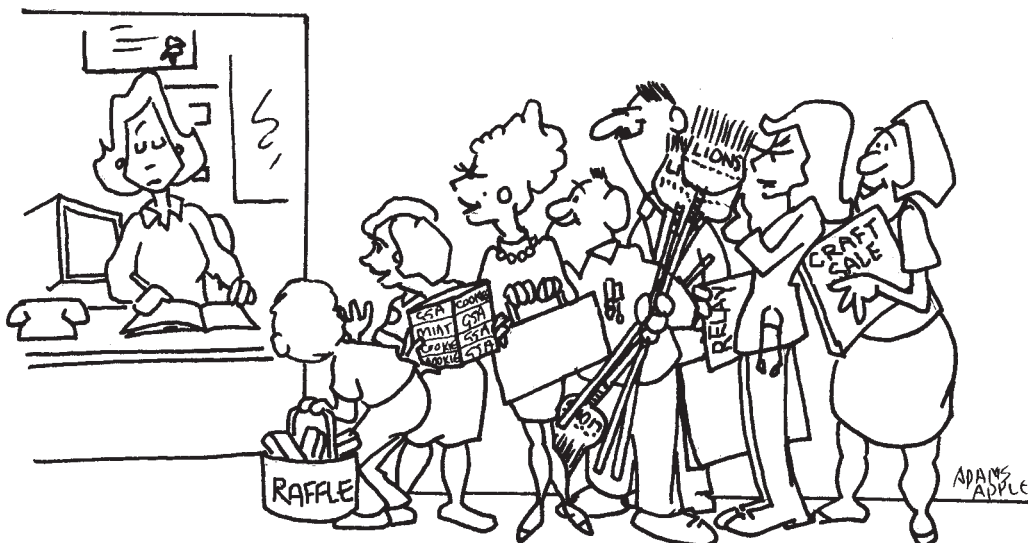
1. The consistency of the fundraiser with Mission’s values and healthcare mis-

sion;

2. The amount of Mission staff time that will be required to help make the fundraiser successful;
3. The amount of Mission resources (including money, equipment and other items) that will be required to make the fundraiser successful;
4. The likelihood that the fundraiser will cause conflicts with other Mission priorities, given its timing, purpose or scope;
5. The success of the fundraiser in past years (if applicable); and
6. The past or present compliance of the Mission employee or department initiating the fundraiser with the requirements of the Fundraising Policy.

**Are there any types of fundraisers that are NOT allowed?** Fundraisers that are significantly religious or political in nature, or that could cause Mission to be perceived as giving preference to one religion, belief system, political candidate or political party will not be allowed. Moreover, the Staff Activity Committee will not approve any application involving a raffle.

**Who should I contact for more information?** You can contact the Staff Activities Committee via e-mail (D-Staff Activities Committee) or contact one of the following committee members: Anne McClintic at 213-4105, Sara Collins at 213-5606, Teresa McCarthy at 213-5615 or Dan McFatter at 213-5626.





## Ask Dr. Sig

Dear Dr. Sig,

Please remind people that the paper wrapping that covers the ream of copy paper is also recyclable. Lately I have been seeing this paper just thrown in the ordinary trash receptacles.

– Recycle that Paper

Consider it done. - Sig

Dear Dr. Sig,

I would like to first say that I appreciate all that you do, Dr. Sig! The reason I am writing is to voice my concern over the Biltmore Avenue stairway doors being locked.

In addition to "security," I'm assuming that the main reason this area was blocked off was to make it harder for employees to find a place to smoke, however it has made it very inconvenient for those people who have to park over in the Biltmore Lots and don't want to wait for the shuttle every morning and call for a shuttle every evening. I imagine there is a safety issue concerning employees crossing the road as well but I guess I haven't heard of many injuries of that nature.

Is there a plan down the road for the construction of an over-road walkway from the Biltmore Lots to the Mission Campus? This would allow employees to arrive to work and depart from work at their desired time without impeding traffic or jeopardizing their own safety. This would also cut down on emissions from the shuttle traffic and save money spent on gas. Just some thoughts from someone who is too impatient to wait for the shuttle. Thank you.

– Impatient

I am told that any additional overhead walkways, if built, would be far in the future. – Sig

Dear Dr. Sig,

Since there are so few "letters to Sig" in Scope, why don't you just post all the others in the Forum? I can understand omitting some for redundancy or inappropriate content, but I would like to see a larger numbers posted on the Mission site.

– Gimme More

Surprisingly, I do post most of what I receive in the Sig Forum, and what I don't post, I still pass along to the "powers that be." Some would say I already hang too much dirty laundry out there. My goal is to strike a balance between raising and resolving important issues and just being plain boring and repetitious. After all, how many smoking/parking/Benny Card letters do you want to read? – Sig

Dear Dr. Sig,

I think I'm blessed for just having medical insurance and benefits, but I have to agree with everyone else on how frustrating our system is. After receiving and resolving first and second notices on charges sent by a physician, and talking to two Wells Fargo reps and being told that everything was OK, I just got a notice that my Benny Card is suspended due to my not responding to the notices! And that's after having spent several half-hour sessions with two different Wells Fargo reps and being told that it was resolved. I, too, am beginning to wonder if Wells Fargo needs a different way to communicate within their system.

The people I have dealt with have always been polite and helpful which amazes me because I would have to pull my hair out dealing with all of our Mission employees who have very real frustrations with a system that doesn't seem to be working very well. Thanks for your ear.

– Frustrated

Dear Dr. Sig,

I was coming in to help out my unit around noon the other day and I parked my car in the Latta Lot because there were no more spaces at the St. Joseph Campus. When I came out two hours later, there was an approximate 14 inch break in my front windshield! I have no idea how it happened, except that that is the first time I've had to park there since they started all that construction. I'd hate to think they would be that careless with their work. My insurance covered it, but is there anyone you can tell this to who would have them be more careful? Needless to say, I will keep driving around, stalking anyone I can, for a parking space at St. Joseph from now on!

That's a crazy story! Please contact Toby Kay, who is overseeing the Dogwood Project. Depending on where you were parked in Latta, which is a wide open space, your windshield either caught a piece of debris from the worksite or an invisible meteor.

Dear Dr. Sig,

Is there any way to put more sinks on patient floors so we can wash our hands and not have to go into a patient's bathroom or hunt a sink down. Calstat is good but after a couple of patients it gets gross on your hands. Some floors are well equipped and have no problem but it would be nice to have more sinks on some.

According to Facility Planning director True Morse, as new units are designed and renovated, specific discussions occur with Infection Control and the patient unit leadership to install additional handwashing sinks due to their important role in infection control. The alcohol-based hand rubs will be a fact of life due to all the locations that hand cleanliness is important but we are attempting to increase the number of handwashing sinks in the future. In existing areas, there are quite a few limitations to being able to add sinks due to a variety of issues including code requirements on corridor widths, plumbing access, patient care space needs, etc.

Dear Dr. Sig,

My question is concerning the elevators coming over the parking deck on Doctors drive. The first elevator closest to the building makes many different groaning noises. Perhaps I am being too concerned, but what assurance do we have of their safety?

Mark Carland, director of Facility Services, tells me that Mission's elevators are inspected and maintained on a very regular basis. We have service records available that can be examined at any time. If the elevator you are referencing has an hydraulic operation system, the noise you are hearing is probably the flow of the oil. It's more noticeable in the winter months when temperatures are lower and the oil is thicker.

Dear Dr. Sig,

I cannot express how hard the folks in ED work. Some people don't understand all the ED does and goes through on daily basis – overdoses, drunks, homeless, combative patients brought in by APD, cursing, saying you don't care about them. In your mind you're thinking, "If I don't care, then why do you think I'm here so late at night? Just for the heck of it?" If you have never worked in the ED I suggest you try it sometime and see exactly what they go through. Even with all that they find time to be helpful to one another and always lend a hand. How they do it I have no idea. No, wait, maybe I do. It's called teamwork. The ED at SJ is one heck of a team. I hope you can visit the department and find out for yourself.

A couple of years back I had an opportunity to spend several hours in the Emergency Department on the Memorial Campus for a project we were doing. I was in awe of the scope of the work that's accomplished in a single night and the depth of compassion that was displayed to the patients and their families. I have personally had several real experiences with the emergency staff here at Mission that have made me proud to be one of their co-workers.

Dear Dr. Sig,

A number of us on Labor & Delivery were wondering why, with the large number of Spanish speaking patients in this hospital, there are no Spanish language channels on the TV? It seems like such a simple thing to do for this large population of patients.

Great minds think alike! Just this past week I received a message from Facility Services about the addition of two new Hispanic channels, Galavision and Univision. Purchasing and installation will take about a month. You'll hear about it in Scope soon.

Dear Dr. Sig,

I applaud all of the staff who are involved in Lighten Up 4 Life! It is important to be healthy and work in this type of setting every day. One key to weight loss and becoming physically fit is through small changes. It is easier to stick to a plan if you do it "one step at a time."

One small tip: Try taking the stairs instead of the elevator! Remember the rule "walk up one, down two." Not only will you get a little more exercise in during the day, but your coworkers who are in a hurry will appreciate it too!

Visit the Dr. Sig Forum from the MOD Main Page. From there, you can simply click and send a comment to Dr. Sig. All letters are confidential.

# scope it out

Staff and volunteers are welcome to submit ads for "scope it out." Please include your name and contact information. The ads themselves must include your home phone number – not your work number. No names will be printed. Listings will appear once in the next available issue of Scope. To repeat the ad you must resubmit it. The deadline for each issue of Scope can be found on the last page of each edition. *To place an ad, mail it to Linda Gooden in Community Relations, e-mail [Linda.Gooden@msj.org](mailto:Linda.Gooden@msj.org) or fax it to 213-4812. All questions regarding ads should be directed to Linda at 213-4800.*

## Cars and Motorcycles

**Motorcycle for Sale:** 2004 Buell Firebolt XB12r, 9800 miles, extended factory warranty, corbin seat, recently installed special O.P.S. exhaust (sounds loud and great). Will include 2 tank bags and cowl bag for a very reasonable price. \$6800 OBO. Contact Caleb at 828-301-9368 or email [jmc.goodwin@yahoo.com](mailto:jmc.goodwin@yahoo.com).

**SUV for Sale:** 28 MPG in a BMW SUV? You bet – if it has the 2.5 L plus the 6-speed. 2004 silver X3 with all the goodies – xenon active lights, rain-sensing wipers, huge sun-roof, computer, towing package, etc. 49K easy, interstate miles. Immaculate throughout. Next service due at 63K. Includes BMW bra and cover. \$20,299. Contact 704-974-4594. [fmcneely@aol.com](mailto:fmcneely@aol.com).

**2005 Dodge Caravan** 37,000 automatic back passenger, and back door open, door lock, electric seat adjust, back seat removes. Sunroof, built-in DVD player, can hook up various video games and mp3 or ipod to stereo. Has wireless head phones for passengers. Great family car. \$14,000. Call 236-9927 after 3 p.m.

**2002 Chevrolet Trail Blazer FWD:** 73,890 miles. Champagne Gold, \$10,000. Phone 658-0911. Leave message. Home between 6-9 p.m.

**2001 Volvo V70** turbo station wagon. Fully loaded, leather interior. 96,500 miles. Will need transmission work eventually. Sold as is. Asking \$8800 OBO. Call Mac @ 828-260-2257.

**1990 Harley Davidson Motorcycle:** FRXP, black and chrome. Will sell for loan payoff amount approx: \$6300. 768-0827.

**2002 Nissan Maxima GLE:** Super clean, 3.5L V6, leather, BOSE AM/FM/6-disc CD player and speaker system, moon roof, power everything, heated seats and steering wheel, premium wheels and tires – 26+ mpg. Pampered company car with 115,000 highway miles. Very motivated seller! 100% clean CARFAX report. Call 828-713-0736.

## Homes and Land

**House for Rent:** Kenilworth. 3BR/2BA. 1800 sq. ft. available mid-April. Quiet neighborhood, only 3 min. to hospital and downtown. Washer/dryer. Large back deck. Fenced yard. Will consider small pet. \$990/mo for 2 tenants. \$1200/mo for 3. Call Cheryl at 450-8462.

**Timeshare for Sale:** Ocean Front Hilton Head Marriott timeshare "silver" weeks for sale: Barony Beach Club & SurfWatch. 2 BR/2BA, each sleeps up to 8 (king & queen size), complete kitchen, heated/unheated, indoor/outdoor pools and hot tubs, fitness centers, many more extras. Owners 654-7002.

**House for Sale:** Barnardville, 3BR/2BA. 1850 sq. ft., custom built in 1992 on 2+ acres. Move in condition. Hardwood & tile floors, Anderson doors & windows, cathedral ceilings, large bedrooms with picture windows, many new appliances & water heater, full unfinished basement with 2 car garage, 2 x 6 construction, poured concrete basement, new Maytag 13 seer heat pump & oil heat. Info & pictures at [www.thedaleyhouse.net](http://www.thedaleyhouse.net). \$239,500 or \$25,000 down & \$1400/mo. Call 645-7930.

**Apartments for Rent:** 2BR/2BA just outside Asheville city limits. Uncrowded wooded secure complex finished in 2002, fresh paint, dishwasher, central air, W/D hookups, self-cleaning range, microwave, large refrigerator with ice maker, Berber carpet and ceramic tile, walk-in closets, Larger upstairs end unit with corner deck/balcony. \$750/month w/1yr lease and deposit. Mid-size downstairs unit in the middle of the building with tranquil patio. \$600/month w/1yr lease and deposit. Photos and application available at [www.delkandson.com](http://www.delkandson.com) 778-6809

**Condo for Sale:** 3BR fully furnished condo in Myrtle Beach. Not a timeshare. You are one of 10 owners. You have a minimum of 5 weeks/yr. for vacation. Located off 21st Ave. near Broadway at the Beach. 1.2 miles from the ocean. No smoking and non-pet property. Each owner participates in the cost of ownership. Approx. \$800/yr. Selling our share for \$9500. Call 828-884-4533.

**Homesite:** Beautiful homesite located in High Vista Country Club. 0.5ac in gated community with views, city water, sewer and underground utilities. Paved roads with access from top and bottom of property. \$80K. Call Greg at 828-545-1558.

**Homesite:** Fairview. 18 min. from downtown. Last 3 remaining homesites in small subdivision. 0.62ac to 1.35ac in size. Sites are level. All perked for 3BR and 2BA with basement with well. Restricted to off-frame modulars and stick built only. 2 sites can be combined for over 2.5 continuous acres with small creek. Bring any reasonable offers. Call Joe 828-279-4868.

**Homesite:** West Asheville 10 min. from downtown. 65 Honeysuckle Lane. 5 city lots with water and sewer and paved road frontage. Each lot is 0.20ac and measures

approx. 58 ft. x 150 ft. Perfect lot for daylight basement. Spec home builders pay attention. Property is zoned RMB. Priced at \$45,000 each. Call Greg at 828-545-1558 for more info.

**Mobile Home for Sale:** Must sell ASAP. 2001 Clayton White Pine. 14 x 70, 2BR/2BA. Master bathroom has garden tub. Dishwasher, stove, fridge. \$0 down. Take over payments of \$343/mo. Payoff balance approx. \$19,500. Must be moved from lot in Candler. Call 828-713-2298 or email [svw0730@yahoo.com](mailto:svw0730@yahoo.com).

**Cottage/Bungalow for Sale:** 1 story with basement featuring 3BR/2BA with many updates. Located in a most desirable area between downtown & Biltmore. Within a min. walk to the hospital, for only \$295,000. Please call Keith at 252-4440.

**Condo for Sale:** 2BR/2BA approx. 1400 sq. ft., crown molding, 9 ft. ceilings, screened-in porch, fireplace, 1st fl (no stairs), all appliances included, in gated community on cul-de-sac in Asheville, just off 74-A. Near the clubhouse, pool, tennis courts, and playground. Call 279-4961 to schedule an appt. Asking \$163,500.

**House for Rent:** Eco-home. New 2000 sq. ft. 3BR/2BA with open floor plan, archways, custom tile, vaulted ceilings, solar hot H2O panels – comes furnished. Gorgeous views on 1.5 wooded acres with access to Mountain to Sea trail. Call for more details. Just 12.5 miles east of Mission. Available for 15 mo. rental starting Aug. 08 while owners travel nurse. \$1350/mo. Serious inquiries only, please. 242-5528 or 299-8837.

**Condo for Sale:** Beaverdam Run condo featuring 2BR/2BA and 2 stone fireplaces with new energy efficient gas logs. Recently updated, Year-round mountain view. Community offers spacious sites having 132 units on 116 acres. There are 5 ponds, miles of walking trails and a clubhouse offering an indoor heated pool with a retractable roof and fitness center. See <http://burkettdesign.info/blueridge> and <http://www.beaverdamrun.org/> to learn more. \$445,000. Call 255-2633 to schedule a viewing.

**House for Sale:** Beautiful, 3BR/2BA in Barnardville. 1850 sq. ft., custom built in 1992 on 2+ acres. Move in condition. Hardwood & tile floors, Anderson doors & windows, cathedral ceilings, large bedrooms with picture windows, many new appliances & water heater, full unfinished basement with 2 car garage, 2x6 construction, poured concrete basement, new Maytag 13 seer heat pump & oil heat. Info & pictures at [www.thedaleyhouse.net](http://www.thedaleyhouse.net). \$237,500 or \$25,000 down & \$1400/mo. Call 828-645-7930.

**Lots for Sale:** In Leicester, 2 lots, both 3.4 acres. 9 miles from Patton Ave. 1 lot is \$62,500 and the other lot with better views & nice, 1 level building sites is \$75,000 or both for \$124,500. Email [tiresd@netscape.net](mailto:tiresd@netscape.net) for plats and info. or call 828-645-7930.

**Lots for Sale:** In Weaverville. 1.3+ acres to 1.9+ acres. Nice views, south facing, gently sloping in restricted subdivision. Starting at \$54,900. Email [tiresd@netscape.net](mailto:tiresd@netscape.net) for plats and info. or call 828-645-7930.

**House for Sale:** Custom well maintained home located in Nantahala Gorge. 3BR/2BA modified open floor plan. Screened porch has access from the kitchen and the outside. Southern exposed sun deck overlooks Wesser Bald Mtn. Central heating/air conditioning. Large stone foyer sporting a woodstove & 2 large closets- lots of storage. Private 3.2 acre flat yard, gardening, & lots of parking. Oversized garage, attached carport, & outdoor shower. Less than 10 minutes to Nantahala Outdoor Center; Lake Fontana, Tsali Recreation Area. \$285,000. Call LaVerna, 545-5238 or 505-3063, for more details.

**House for Rent:** Kenilworth area, 3BR/2BA with open plan living area, built in 2005. \$1100/mo., year's lease, \$1100 deposit, references. Call Chris 712-5905.

**Condo for Rent:** S. Asheville. 2BR/2BA one-story townhome with vaulted ceilings and added sunroom. Includes microwave, dishwasher, washer/dryer, refrigerator, gas fireplace and disposal. Nice, quiet neighborhood, close to Airport Rd and I-26. Available May 1st. \$1100/mo. plus deposit and references. 775-4634.

## Household

**Living Room Furniture:** Whitewashed china cabinet (3 piece with glass front, glass shelves (oak & oak veneer), coffee table and 2 end tables (solid oak). Nice condition \$300. 337-9002.

**NB Eclipse Fan** for balcony/deck/patio privacy, bracket at bottom. Attaches to railing. Once opened it covers 120 in. across. Bought new and never used. Beige. 298-5705. \$35.

**Mini-Bar** – Wine refrigerator (3 ft. tall) with see through window in perfect condition. \$100. 828-545-9375.

**Moving Sale:** Living room, home office, and miscellaneous furnishings including leather couch & sofa, recliner,

entertainment center, TV, computer desk/chair, wall art and other various items, all in good condition, just don't have room for them. Call 828-989-9404 or email [robynlizrn@yahoo.com](mailto:robynlizrn@yahoo.com).

**Small Solid Wood Desk:** Refinished, beautiful piece, simple but nice. \$50. Call 691-0758.

**Antique Library Table:** Refinished with walnut finish – lots of beautiful accents and table expands. \$600. 691-0758.

**Washer/Dryer:** Used Hot Point – 3 cycle heavy duty large capacity automatic dryer and used Hot Point – 6 cycle heavy duty large capacity washer. Both for \$120. Please call 215-4800.

**Yamaha Piano:** M500 upright, cherry finish, excellent sound, excellent condition and value. Retail over 6K. \$2900. 828-777-9730.

## Miscellaneous

**Dinner Ring:** 1.5 carat 3-tiered marquis shaped diamond dinner ring, platinum triple band. Appraised at \$3,800. Have certificate of appraisal. Will sell for \$1,800. Please call Linda at 654-7824.

**Samick Acoustic Guitar Model #SW 015-1.** Good condition. \$60. 337-9002.

**New in-box kerosene heater Dyna Glo.** Bought at Lowe's. Never used – kerosene, filler, the works. \$50. Call 298-5705 for info.

**NIB Adventuridge Hammock w/stand, polyester sling/bag, yard/beach/camping-blue, requires no tools.** Clip fastening joints, steel frame, lightweight/portable 15lb, attached pillow, bought new and never used. \$40. Call 298-5705 for info.

**Live Auction:** Help support Youth Missions at First Baptist Church of Asheville. Saturday, April 19 at 10 a.m., Crocker auditorium. Supports the Youth 2/College Choir going to Leipzig, Germany for the 2008 Baptist World Alliance Youth Conference. Signed Sammy Sosa Baseball, two UNC vs. Duke basketball tickets in Chapel Hill for the 2008-2009 season. A timeshare in Kissimmee/Orlando, Florida. 90-min. hot stone massage from The Lyons Mane Salon on Hendersonville Road and a 60-min. Swedish massage also from The Lyons Mane Salon. A two night stay at Hampton Inn & Suites in Murfreesboro (located less than 35 miles from Nashville). And much more! For more information, call the church office at 252-4781 or go to [www.fbca.net](http://www.fbca.net).

**BMW Charity Pro-Am Tickets:** \$25. The pass is good for all four days, May 15th thru May 18th. Access to the grounds all four days of the tournament. (Thornblade Club, The Carolina Country Club and Bright's Creek Golf Club). Includes complimentary parking and shuttle service and an official Spectator Guide (available at the tournament gates). Kids 14 and under get in free with a ticket holder. 100% of the money raised will fund the Youth2/College Choir of First Baptist Church of Asheville. Check out the website at <http://www.bmwusfactory.com/community/golf>. For purchase of tickets or for more information, call the church office at 252-4781.

**Craftsman Rotary Lawn Mower:** 6.75 hp, power-propelled, 22 in. multi-cut with grass catcher. Purchased at Sears, \$299.99. Used 3 times to cut a back yard only, like new condition, will sell for \$250. Call 776-0758.

**Truck Aluminum Tool Box:** Good condition. \$125. Call 776-0758.

**Sansa Fuze or San Disk MP3 player** (It's just like an iPod) made by Best Buy, new, never used. 2.0gb. It plays videos, holds pictures, and it has a built-in rechargeable battery. It was \$85 when bought it in Dec. 2007 and will sell for \$65. Please call 215-4800.

**Pop Upond** – 45 gal. Water Garden with circulation pump for aeration. \$30. Call 298-5705 for info.

**Week-end intensive workshop** with hands-on instruction in making tinctures, teas, salves, poultices. Meadow and wooded walks with local herbalist to identify wild medicinal plants native to our area. April 18, 19, 20, plus a mid-season field trip in May. \$250. Call 628-1706 for details, reservations.

## Services

**Natural Nursery Diaper Service:** I provide my customers with 100% cotton, pre-folded, cloth diapers on a rental basis. My service is easy for busy Mom's by providing weekly pick-up and delivery right to your home. Cotton diapers are a great way to help our environment and a service makes it easy to do that in an affordable manner. Call me for information and I can mail you my detailed pamphlet. "Environmental health comes from an individual action". Natural Nursery 828-712-2492. [Akerson92@charter.net](mailto:Akerson92@charter.net)

**Interpreter Service:** Do you ever wish you knew basic department specific Spanish while your interpreter arrives to assist you? If you are interested in having a department specific vocabulary list to help you in those times of need with your Spanish speaking patients now you can have one created and tailored especially for you and your daily needs in the medical field. You can also have a professional interpreter review the terms, and privately tutor you for proper pronunciation. All services very affordable. If you are interested please call Maru, Spanish Interpreter 828-545-9375.

**Have a garden shed to build or revamping the inside, need help?** Remodeling and carpentry, free estimates. Call 236-9927.

**Certified le Cordon Bleu Chef:** Also work as caretaker, light cleaning, run errands, transport to appts. US Retired Army. Trustworthy, dependable with good references. Call Michael 803-2028.

**Let me get your toys ready for spring!** I will work on, tune up, etc. lawnmowers, tillers, weed eaters, chainsaws, pressure washers, go-karts, mini bikes, etc. Reasonable rates, Marshall area. 649-0329 before 9 pm. Please leave a message.

## Sports and Recreation

**Kwik Goal AFR-2 Rebounder** 5 ft x 10 ft. Great transportable rebounder that sets up in minutes and features 1 in. aluminum frame and can rebound up to 35 ft. \$55. 337-9002.

**Pool Table:** \$400. 828-545-9375.

**Fuzz Table:** \$125. 828-545-9375.

**Atlanta Braves Tickets:** Great seats in dugout near third base. 5 tickets for May 2nd game against Cincinnati Reds. Sell for \$64 each. All for \$300. 658-2956 or 768-0840.

**18 ft. Solecat catamaran, trailer, sails:** \$500 firm. Call Sunday afternoon only please. 828-551-7354.

**2001 Bayliner Boat 175 Capri:** 17.5 ft. long, 135hp MerCruiser inboard/outboard motor. Female owned. Used less than 15 times. Always trailered. Cover, paddle, 2 life vests, tube, knee board, and skis included. \$8500. All maintenance records and original paperwork included. Call Stephanie 828-712-1178.

# Kaleidoscope

## Welcome New Staff Members!

William Lowe, RN	4th Floor South Administration
Susan Jarvis	Cardiology Echo
Phyllis Melton	Childrens' Dental Program
Brenda M. Gibson	CVPC
Maggie Choate, RN	ECC Registration
Jaclyn Allen	Engineering
Jamie Hollifield	Environmental Services
Coleen DeVries	Environmental Services
Melissa Jennings	Environmental Services
Nadezhada Mansfield	Environmental Services
Brenda G. Wilson	Environmental Services
Alicia C. Donaldson	Food & Nutrition
Lillian Falciglia	Food & Nutrition
Cheryl Fisher	Hill-Rom
Mary Petty	Hill-Rom
Faustina Sawyer	Hill-Rom
Kathryn G. Curtis	Huff Center Therapies
Yvonne Montgomery	Lab Business Office
Teresa Baker	Lab ORH OP
Jeanne M. Clark	Lab Pathology
Robert Putnam	Lab Phlebotomy
Brittany Shelton, CNA-I	MCSO
Sherika Lenoir	MSICU
Connie Valle	MSICU
Jennifer Burgin, RN	NTICU
Courtney Gaddy, RN	PASU
Julie Appelgate	Pharmacy
Rebecca Ross	Psych 5 South
Theodore Schiffman	Psych Practice
Kimberly Stalford, MD	Psych Practice
Charles L. Mitchell	Respiratory Svcs
Ashley Partridge	Staffing Pool

## Staff Achievements

**Mary P. Richard**, director of Heart Path, has been named President-Elect for the North Carolina Cardiopulmonary Rehabilitation Association (NCCRA) for 2008-2009 and then will become President of NCCRA in 2009-2010.

**Kelly Phillips**, RN, Nurse Educator, was named a Competency and Credentialing Champion by the Competency & Credentialing Institute, which is accredited by the American Board of Nursing Specialties.

## In Sympathy

The Mission Family extends its sincere sympathy to staff members and volunteers who have recently lost loved ones.

**David Hawkins** of Endoscopy lost his mother, Martha Hawkins.

**Lanny Reid** of Security recently lost a loved one, Elizabeth Flynn.

**Haley Johnson** of Pulmonary recently lost her grandmother, Catherine Arnett.

**Becki Mashni** of Bed Control, and **Sam Mashni** of the Emergency Department, recently lost their loved one, Betty Sermersheim.

If you or a co-worker has experienced the death of a loved one, and you would like to have it posted in Scope, please first contact **Sr. Carmen Cruz** of Pastoral Care.

## Stress Reduction Through Mindfulness

The next session of Stress Reduction Through Mindfulness begins April 15.

The next session will run through June 5 from 3 - 5 p.m. at the Women's Resource Center (men are welcome, too).

The cost is \$215. Payroll deduction available.

To enroll, call Mission's One Call Scheduling at 213-2222, option 2. For more information, go to [http://missionondemand/documents01\\_pdf/2273.pdf](http://missionondemand/documents01_pdf/2273.pdf). More questions? Call 213-1804. In the spring, another class series will be offered in the evening hours.

## Holistic Nurses Association

The newly formed American Holistic Nurses Association chapter for the WNC area will be meeting regularly once a month. Their next meeting will be at Givens Estates on Wednesday, April 16 at 5:30 p.m.

If you are interested, please contact Angela Whitney, FNP/AHN at 213-5533.

## Calling All Paws! Paws With A Purpose Fundraiser April 19

When a cold nose and furry paw are the best medicine, the Paws with a Purpose team of pet therapy dogs is poised to offer treatment. To support the PAWS program, volunteers and friends of PAWS will walk, run, roll and stroll in their annual walk-a-thon fundraiser "Paws on Parade" on Saturday, April 19th beginning at 9 a.m. at Carrier Park in Asheville.

Paws with a Purpose is a 501(c)(3) tax exempt, non-profit organization of dedicated volunteers and their pets who provide animal-assisted activities (AAA) and animal-assisted therapy (AAT) services to individuals of all ages with physical, social, emotional and cognitive needs in healthcare facilities and educational programs.

To register to walk, sponsor a walker, make a donation or sponsor the event, contact **Pam Hardin** at 301-5737 or [pamalahardin@yahoo.com](mailto:pamalahardin@yahoo.com). Well-behaved dogs (on leashes) are invited to join in the fun. Visit Paws with a Purpose at [www.pawswithapurpose.org](http://www.pawswithapurpose.org).

## Meals On Wheels Lunch Bunch April 17

Pamper yourself and your coworkers while helping a good cause. Have a catered lunch delivered to your workplace on April 17 by Meals On Wheels volunteers. The menu includes Gourmet Chicken Salad to be served with Italian Pasta, a delicious Broccoli and Apple Salad, fresh-baked croissant, two homemade cookies and a beverage. A vegetarian option of a Hummus and Veggie Pita is also available. Each lunch costs \$12.00 with proceeds to benefit Meals On Wheels of Asheville-Buncombe County. Contact Terri Bowman at 253-5286 to place your order by April 10, 2008.

## Annual Meeting at United Services Credit Union

United Services Credit Union will be holding its 2008 annual meeting on April 24, 6 p.m. on the St. Joseph Campus, Conference Rooms 1 & 2. There will be entertainment, food and door prizes.

## Cultural Competence Contact Hours

The US Department of Health & Human Resources Office of Minority Health offers a free 9.0 contact hour presentation for nurses on cultural competence. Register at the site. Availability has been extended and the training is now available until February 2009. <https://ccnm.thinkculturalhealth.org>.

## Nursing Research Seminar April 9

The Nursing Research Council is hosting "Making Research Come Alive: A Do-able Goal," on April 9 from 8:30 a.m. until 3:30 p.m. in Kate B. Reynolds Classroom, Latta Lot. Susie Burns, RN, MSN, CCRN, ACNP, a nationally recognized speaker, will present.

Register in WebInservice for 5.5 contact hours and call Lora Balerno at 213-7975 or Kathy Daley at 213-0779 for more information.

MISSION HEALTH  
**scope**

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The deadline for the next Scope is April 7 for an April 18 distribution. If you have a story idea, department news or an important announcement to share, send it to Scope at [jprchd@msj.org](mailto:jprchd@msj.org).

Ads for Scope It Out should be sent to [Linda.Gooden@msj.org](mailto:Linda.Gooden@msj.org) or faxed to 213-4812.

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