

Bartlett Baptist Minor Medical Center moves to new location

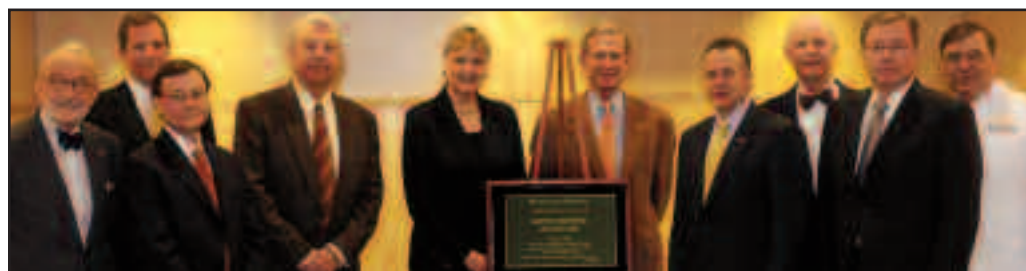
Protocol effective, saving lives

Reed named dean of allied health at BCHS



Ceremony to dedicate former Baptist buildings

Stephen Reynolds is warmly greeted by Dr. Hershel P. Wall, vice president for Health Affairs and chancellor of the University of Tennessee Health Science Center, at the recent open house for the Hamilton Eye Institute. The Institute is housed in the 930 Madison building, which was donated to UT by Baptist.



Standing with the plaque dedicating the 930 Madison building to UTHSC are, left to right, Dr. Hershel P. Wall, vice president for Health Affairs and chancellor of UTHSC; Scott Fountain, senior vice president and chief development officer for Baptist Memorial Health Care; Dr. Richard Drewry, vice president and chief medical officer for Baptist Memorial Health Care; Milton Magee, member of the Baptist Memorial Health Care Board of Trustees; Johnnie Amonette, chair of the Baptist Memphis Community Advisory Board; Stephen C. Reynolds, president and CEO of Baptist Memorial Health Care; John Peterson, president of the University of Tennessee; Dr. Ralph Hamilton of the Hamilton Eye Institute; David Hogan, executive vice president and chief operating officer of Baptist Memorial Health Care; and Dr. Barrett Haik, of the Hamilton Eye Institute.

Baptist Memorial Health Care named among top 100 health networks

Baptist Memorial Health Care was named among the nation's top integrated health care networks in a recent survey published by Modern Healthcare magazine and conducted by Verispan.

Baptist placed 59th nationally in the 2008 Verispan IHN 100—a nationwide study of nearly 600 integrated health care networks, which includes some of the most prestigious health care systems in the country.

"We are happy to be included in this list again this year," said Stephen C. Reynolds, president and CEO of Baptist Memorial

(Continued on page 5)

Pastoral care book reminds colleagues of the calling to serve

It's just the right size for a scrub pocket.

Pastoral care is distributing "God's Call to Serve: Daily Devotions and Prayers for the Baptist Family," to all Baptist colleagues. The book includes about 100 pages of easy-reference scriptures and devotional material to remind them of their calling.

"This book gives colleagues the spiritual support to serve the Lord and our patients," said Anthony Burdick, system director of pastoral care. "And the devotions are set up in



Chaplain Steve Tipton of Baptist uses pastoral care's book of daily devotions while speaking with a Baptist colleague. The book is being given to all Baptist colleagues.

a way so colleagues can read them quickly—even between patient visits."

The book is unique for pastoral care because it's designed specifically for employees. The books are still being distributed at some metro Baptist hospitals. And for Burdick, the book is an easy way for colleagues to see the spiritual basis of caring

and serving others.

"One year ago, hospital chaplains got together and laid out the guidelines for what we wanted to do," Burdick said. "We agreed on a focus upon the spiritual basis for what caregivers, specifically Baptist's front-line colleagues, do."

In addition to the devotions, the book contains personal prayers for various needs, a weekly prayer guide and character traits of servanthood.

"Chaplains aren't the only ministers. We've all been called to minister in some way," Burdick said. "I hope Baptist colleagues through this book can examine and re-discover why they signed on to a lifelong adventure of service."

Class for preteens, mothers

Baptist Memorial Hospital for Women will host a "Changes" class for girls 10 to 13 years old and their mothers from 6-8 p.m. Feb. 21 in Classrooms A, B and C on the first floor of the hospital.

The class is designed to help girls understand the physical and emotional changes they are experiencing or will experience. Some sensitive topics will be discussed, and girls and mothers will attend one designated breakout session separately. The cost is \$40 per mother and daughter, plus \$15 for each additional person. For more information or to register, please call 901-227-9868.

Hospice volunteers needed

Baptist Home Care & Hospice in Batesville, Miss., seeks volunteers for its 11-county service area. Duties include reading or relieving caregivers of hospice patients. Anyone interested must complete a six-hour training session on their time and submit to a TB skin test and background check. In addition, those who do not wish to volunteer in the home can donate other items if they quilt, sew or bake. For information, phone LaDonna Murphree at 800-345-6928 or 662-587-8402.

GuideStone representative schedule

Dates and times are subject to change. Please contact your facility's human resources office for information. Baptist colleagues can contact Ken Peavy at 901-226-3518, e-mail Ken.Peavy@GuideStone.org, contact April Mollerberg at 901-226-3516 or e-mail April.Mollerberg@GuideStone.org.

Feb. 11Baptist Memphis	Feb. 26Baptist DeSoto
Feb. 12Baptist DeSoto	Feb. 27.....NEA Baptist Memorial Hospital
.....Baptist Booneville	Feb. 28Shared Services (Corporate)
.....Baptist Collierville	March 3.....Baptist Rehab-Germantown
Feb. 13Baptist Tipton	March 4Baptist Trinity
.....Baptist Union County	Home Care & Hospice
Feb. 14Baptist North Mississippi	March 10Baptist North Mississippi
Feb. 15Baptist North Mississippi	March 11Medical Financial Services
Feb. 19Baptist Lauderdale	March 12Baptist Union County
.....Baptist Memphis	March 13Baptist Booneville
Feb. 20Baptist Union City	March 18.....Baptist Home Medical
.....Baptist Women's Hospital	March 19Baptist Union City
Feb. 21Baptist Huntingdon	March 20Baptist Huntingdon
Feb. 21-22Baptist Golden Triangle	March 25Medical Alternatives
Feb. 25Baptist Memphis	March 26Baptist Lauderdale

February Health Care Observances

Monthlong Observances

- Age-Related Macular Degeneration/Low Vision Awareness Month
- American Heart Month
- National Children's Dental Health Month
- Kids E.N.T. Health Month
- Wise Health Care Consumer Month
- Shamrocks Against Dystrophy for the Muscular Dystrophy Association

Weeklong Observances

- Feb. 10-16: National Cardiac Rehabilitation Week
- Feb. 10-16: Cardiovascular Professionals Week
- Feb. 24-March 1: National Eating Disorders Awareness Week

Recognition Days

- Feb. 11: World Day for the Sick
- Feb. 15: National Woman's Heart Day



Cheering on the Service First champ

Members of the social services department at Baptist Memorial Hospital-DeSoto cheer on their colleague Jerry Hamilton after he was named Service First Champion at the hospital. Hamilton is a social work coordinator at Baptist DeSoto.

Union University disaster relief specific purpose fund

The Baptist Memorial Health Care Foundation has established the Union University Disaster Relief Specific Purpose Fund to help Union University in Jackson, Tenn., and its students recover from losses and damage caused by a recent tornado. Colleagues can donate online at www.baptistonline.org through the Foundation's Web page, can call the Foundation at 901-227-7123 or can contact their facility's pastoral care office by Feb. 29. When donating to the Foundation, please specify the Union University Disaster Relief Specific Purpose Fund. In addition, the system and hospital nursing leadership teams will make a contribution from the Friends of Nursing Fund to help Union University nursing students.

I Have a Dream concert

Tickets to the 14th Annual Martin Luther King Jr. Tribute concert by the Memphis Symphony Orchestra are available to Baptist colleagues. The concert, is 7:30 p.m. Feb. 24 at the Cannon Center for the Performing Arts, and features the Central High School Chorus. Call community relations at 901-227-3528 for information. Limit two tickets per colleague.

HealthNet annual meeting

HealthNet Federal Credit Union's annual meeting is at 8 a.m. Feb. 20 in Seminar Room 6 at Baptist Memphis, where colleagues can speak with credit union leaders and learn more about HealthNet.

**BMHCC Helpline/Hotline
877-BMH-TIPS**

If you have a question about legal or regulatory requirements, suspect any violation of BMHCC Standards of Conduct, legal or regulatory requirements or suspect that anyone is committing acts of patient abuse in any form, call 877-BMH-TIPS. Reports to the hotline may be made anonymously. Calls are handled confidentially to the extent allowed by law. Baptist does not tolerate retaliation for reports made in good faith. It is the policy of Baptist Memorial Health Care to admit and provide services to patients and guests without distinction due to race, color, age, religion, sex, national origin, handicap or disability. Marilyn Dunavant is Baptist's corporate compliance officer.

In You, O Lord, I put my trust. Let me never be put to shame.

PSALM 71:1

Baptist Minor Medical Center moves to new location

Baptist Minor Medical Center-Bartlett and Baptist Rehabilitation-Bartlett, both located at 6570 Stage Road, will move to new, more spacious locations on March 1.

The Minor Med's new address will be 7424 Highway 64, Suite 111, and the hours will remain the same — 8 a.m. to 7:30 p.m., seven days a week. Baptist Rehabilitation-Bartlett will be located in Suite 112, next to the Minor Med.

Reed named dean of allied health

Linda Reed recently joined Baptist College of Health Sciences as the new dean of allied health.



Linda Reed

Before coming to Baptist College, she served as an assistant professor, associate director and academic coordinator for the Master of Physician Assistant Studies program at the North Texas Health Science Center.

Reed earned a Bachelor of Science in Zoology degree from the University of Oklahoma and a Bachelor of Science in the physician associate program at the University of Oklahoma Health Science Center. She also received a Master of Education degree from the University of Oklahoma and completed her doctoral studies at the University of North Texas.

Baptist Union County named Hospital of the Year

Baptist Memorial Hospital-Union County recently received the 2008 Hospital of the Year in the less than 100 beds category award from the Mississippi Nurses Association and the Mississippi Nurses Foundation.

The award was presented at the Nightingale Awards ceremony held in Jackson, Miss. on Feb. 4. The Nightingale Awards honor exceptional service in the nursing and health care industry in Mississippi.

"The nurses at Baptist Union County are committed to quality and excellence in patient care," said Beverly Jordan, vice president and chief nursing officer for



Kay Bender, far left, dean of the University of Mississippi Medical Center School of Nursing, and Mike Adcock, far right, administrator of University of Mississippi Health Care, presented the Mississippi Nurses Association's and Foundation's award for Hospital of the Year (less than 100 beds) to Baptist Memorial Hospital-Union County. Hospital staffers Linda Meeks, Lisa Bailey, Gretta Carter and Debra Taylor accepted on behalf of the hospital. The award was given Feb. 4 at the fourth annual Nightingale Awards Gala held in Jackson.

Baptist Memorial Health Care. "Debra Taylor, Baptist Union County's chief nursing officer, along with her leadership team and staff creates the environment

for excellence in all domains of nursing-education, practice, leadership and research. Through their actions, the mission of Baptist is seen each day."

Protocol effective, saving lives

For more than 18 months, a patient care protocol used at Baptist Memorial Hospital-Memphis has proven to effectively enhance patient care.

Treating sepsis, a condition in which a patient adversely responds to an infection, is more successful when the condition is identified early.

Through a protocol designed by Baptist's quality accreditation department and Dr. Emmel "Sonny" Golden, certain patients at Baptist Memphis are assessed for sepsis risk, and according to the results, may be treated with one of two protocols for sepsis before the situation escalates.

"Even though physicians give the orders, this is really a multidisciplinary effort," Golden said.

"Nursing, pharmacy and quality improvement have made this a big emphasis and its effectiveness is a testament to the team effort of caring for patients."

The use of the order set also gives the nurses and other disciplines the autonomy to provide evidence-based care in a timely manner.

"Since implementation, we have seen a dramatic shift in our ICU patients," said Melanie Polzin, head nurse in the intensive care unit at Baptist Memphis. "The use of the protocol gives our clinicians the support to identify patient changes and enhance their care early. This protocol's success is a testament to our staff and physicians."

And recognition of subtle changes in a patient's condition isn't limited to this protocol. Across the continuum of care, clinicians and health care organi-

zations are developing and implementing programs that enhance care and alleviate serious situations.

"Medical response teams, ventilator bundles and sedation protocols identify changes in a patient's condition sooner," said Rose Lindsey-Giulian, director for quality accreditation and medical management. "This way, we're getting enhanced care to patients sooner."

In terms of the sepsis bundles, better patient outcomes result from the delivery of consistent care.

"The focus is always on enhancing patient care," Golden said. "We have a lot of data that shows we're more effectively caring for patients when a consistent team approach is used. That's also evident with patients who are a sepsis risk."



...And then, you'll never believe what happened!

Alice Harrington, case management assistant at Baptist Trinity Home Care & Hospice, reads to a class at The Memphis Shrine School, Trinity's adopt-a-school. Harrington was one of many Baptist colleagues who volunteered to read at the school recently.

LEADER'S CORNER

Five Questions with Janice Hill



Janice Hill, administrator and CEO, Baptist Memorial Restorative Care Hospital

Most hospitals would be alarmed with an average length of stay of 25 days or greater but that is our role as a long-term acute care hospital. Baptist Memorial Restorative Care Hospital is located inside the walls of Baptist Memorial Hospital-Memphis, where we care for patients with complex medical needs who usually come from intensive care units. Our major services are ventilator weaning and wound care.

When the average length of stay is 25 days or greater, you can't help but get attached to patients and their families. And that attachment is both a blessing and a challenge. Just as familiarity enhances a caring environment, it can also mean things can be taken for granted.

No matter what, communication and service cannot be compromised. Many patients at Baptist Memorial Restorative Care Hospital have special needs, as they are usually coming from a critical care unit.

Fortunately, colleagues, physicians and staff understand the cooperation required to achieve each patient's goal – returning to the best level of functioning possible.

In this column, each administrator has given various insights into his or her unique challenges with patients and colleagues. From acute care to home care and long-term acute care, each has a variety of issues, but the goal is the same.

Our multidisciplinary team approach provides an environment to deal with the complex needs of our patients. So in our situation, colleague communication and support have been key elements to serving patients effectively. Our patient satisfaction scores have been at our challenge goal. Maintaining high patient satisfaction is a testament to our staff's and physicians' dedication to patients and their families.

It's difficult sometimes for all of us. Because patients are here for extended periods of time, there's a potential for burnout. But we work together and support one another, sometimes enlisting the counsel of pastoral care to help us get through some challenging situations. At the Restorative Care Hospital, clinicians are at any time counselors, teachers, caregivers and lightning rods for patients and families. Many times, they are all of those at once.

I have binders full of cards and

letters of appreciation from patients and their families. One came from the daughter of a patient, and her expression of our care is something I believe our colleagues exhibit daily.

"...Your dedicated, competent professionals have made this painful experience more bearable. In 25 years of selling critical care medical instruments to hospitals, I acquired some instincts for judging quality of facilities and the health care professionals who staff them....I've never observed a more uniformly outstanding staff at every level. I'm not merely impressed with the excellence of your staff's performance. I'm impressed with your staff's giant hearts. Patient care here is seamless...Every member of your team plays his or her role with commitment and purpose..."

Another was from the son of a patient, who wrote, "...I know that your nurses are all highly trained and their technical skills are vital to your patients' recovery and well-being. However, when it became apparent that my father's time on earth was very limited, two of your nurses transformed their role from nurse to comforter to my dad and our family. It was as if the Lord sent two guardian angels to take him home."

I'm certainly proud of our colleagues at Restorative Care, but I wanted to include excerpts of those two letters because I think they

When I'm not working, I enjoy buying and selling antiques.

The best piece of advice I received was from my mother, who said be happy in all you do and take care of yourself so you can better take care of others.

I knew I wanted to be a Baptist colleague when I came to Memphis in 1976 from a small rural hospital in East Tennessee. I was so excited to work in a teaching hospital and be a part of the largest private hospital in the world. I loved the hustle and bustle of the Medical Center.

Few people know that I enjoy painting landscape scenes and other objects.

If I weren't at Baptist, I'd be painting in the mountains or on the seashore.

The thing I enjoy most about working at Baptist is the great team I work with.

encompass what all of us do. Patient satisfaction isn't just a reflection of the quality of our care; it's a reflection on how much we care about the quality of our care.

When buying a new or used vehicle, become a wise car shopper

You can become a wise car shopper when you have the right tools and knowledge about the car buying or selling experience. Find out how much you should pay for a new or used vehicle or how much your trade-in is worth. Does the dealer receive an incentive from the manufacturer when he or she sells you a vehicle? This information and more are available by clicking the "Buying a Vehicle" icon at www.healthnetfcu.org.

How much is your old clunker really worth? The "Buying a Vehicle" Web site link can help you find out. You can obtain pricing information on almost any used vehicle through "Black Book," the pricing service usually preferred by most auto dealers. If you are ready to buy a new vehicle, you can find new vehicle invoice and retail pricing information on the Web site. Rebate information is available and updated weekly.

The Web site is loaded with car buying tips, recall and safety information, and calculators to show you how to take advantage of low credit union financing rates and still receive all the dealer incentives and rebates.

Another great thing to have prior to beginning your car shopping experience is a pre-approved auto loan. You will already know what you can afford and how much your payment will be each month. Some credit unions and banks offer pre-approved loan checks. Take the check with you, negotiate your best deal, and write the check up to the pre-approved amount. This lets you take control of your car shopping experience.

With the right knowledge you can make the right decision. So click the "Buying a Vehicle" icon at www.healthnetfcu.org, it's fast, it's useful, and best of all, it's free.

William A. Whitten
Vice President
HealthNet Federal Credit Union

What to do in a volatile market

In times like this, as well as in good market conditions, it is important for investors to remember some basic principles of investing.

Always focus on your objectives, not your emotions.

Remember the goals that you have established and the time frame that you have to invest.

Stick with your investment plan and don't be concerned with the emotion that naturally exists in difficult market conditions.

Avoid making impulsive decisions.

Guard against making wholesale changes in your retirement account.

Selling today cannot avoid yesterday's losses in a down market.

In an up market, you cannot buy yesterday's performance by investing in the hottest fund.

If you must make changes in your portfolio, do it in small increments.

Maintain realistic expectations about market behavior.

Financial markets move up and down over time in response to social, political and economic

events.

Equity (stock) investments are generally more volatile than other asset classes such as cash and bonds.

Your GuideStone representatives are available to assist you with your planning needs. Please refer to your human resources office and the Baptist Leader to find the schedule for their upcoming service visits to Baptist facilities. You can also reach your GuideStone representative by phone and e-mail: Ken Peavy at 901-226-3518 and ken.peavy@guidestone.org; and April Mollerberg at 901-226-3516 and april.mollerberg@guidestone.org.



Saluting high school scholars

In the above photo, high school students and parents tour the nursing simulation labs at Baptist College of Health Sciences as part of Salute to Scholars, to which students from area high schools were invited to participate based on their academic achievement.

In the right photo, Constance Rieben, left, a senior at Bolton High School, and her father, David, look at a patient simulator mannequin in the nursing lab at the Baptist College during their visit on Salute to Scholars Day. Showing them the mannequin is Lauren Camp, a senior in the nursing program at the college.



Verispan

(Continued from page 1)

Health Care. "This ranking is a testament to our employees and physicians, who work tirelessly to deliver high-quality care every day."

Verispan, a health care data and consulting firm based in Yardley, Pa., determines the 100 most integrated networks based on operations, quality, scope of serv-

ices and efficiency. Criteria changed slightly this year to require a greater number of services for the networks, such as stroke centers, to demonstrate comprehensive care. This marks the 10th year Baptist has been included in the top 100.

CLASSIFIED ADS

REAL ESTATE

- Hernando home for sale, 10112 Green Forrest, new home, 2,300 square feet, 3 BR/2 BA, bonus room, two car garage, \$235,000 or rent for \$1,700 per month with one month deposit. Call 901-491-4684.
- Home for sale, 3 BR/2 BA, includes all appliances or will pay up to \$2,000 in closing, two car garage and large fenced back yard. Call 901-229-4181.
- Three-plus-acre lot in the south central part of Tipton County, about two miles north of Shelby County in the Dove Heights subdivision of Hwy. 14, \$60,000. For information, call 901-873-1013.
- Condominium for rent May 16 through May 23, 2008, at Panama City Beach Wyndham Vacation Resort, on the beach, one bedroom, full kitchen, balcony, four-person occupancy, all rooms face the beach, \$800. Call 662-563-1934. Comes with confirmation letter.
- DeSoto County home FSBO, six fenced acres, Center Hill schools, stocked pond, pasture, fruit trees, 2,100 square-foot manufactured home, barn with 900 square-foot guest quarters, asphalt drive, \$154,000. Call 901-335-1104.
- Cordova condominium for sale, new appliances, remodeled, large deck, 4 BR, Jacuzzi and sauna, 3,000 square feet, \$136,000. Call 901-289-9898.
- Two midtown duplexes for rent, Evergreen Historic District, 1,900 square feet, 3 BR/2 BA, breakfast room, screened porch, hardwood floors, all appliances included, offstreet parking, no pets, available now, \$1,250 per month plus deposit; newly renovated 1 BR, LR/DR combo, hardwood floors, ceiling fans, appliances included, offstreet parking, no pets, available March 1, \$725 per month plus deposit. Call 901-335-0437.
- Cordova home for sale at 8981 Bridlewood Lane in Riverwood Farms, about 3,300 square feet, 4 BR/3.5 BA, open floor plan, master down with walk-in closet, office upstairs, fenced back yard. Call 901-292-5055.

HOUSEHOLD

- Kitchen items for sale, Whirlpool four-burner cooktop, bisque, hood, with light and fan, built-in oven with microwave, black, built-in dishwasher, black, stainless double sink with faucet and sprayer, Whirlpool electric dryer, bisque. Call 901-853-3657.
- Sharp Sensor Matic 1200 Watt microwave oven, black, very good condition, with rotation dish, \$70; dining room table, no chairs, nice condition, \$50; gas dryer, one-year-old, \$75; electronic motor scooter, \$100. Call 901-590-2064 and leave a message.

Baptist sponsors adult diabetes support groups

Baptist Memorial Hospital-Memphis and Baptist Rehabilitation-Germantown are sponsoring free, monthly support groups for adults diagnosed with diabetes.

At Baptist Memphis, the group will meet the third Tuesday of every month at 7 p.m. in the Ann L. and Joseph H. Powell Library, located in the

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CLASSIFIED AD GUIDELINES

Classified ads are published as a service to Baptist colleagues in each edition of Baptist Leader. Submissions for each edition of Leader must be received by 2 p.m. on the preceding Monday. For any ad, please include work number and location for verification purposes and **one non-work number for publication.**

Ads run at least once, and will run as space allows. New ads will receive preference over repeat ads. Services and goods offered must be legitimate and legal, and Leader cannot be responsible for misprints, omissions or false advertising. All ads may be rejected at the discretion of Baptist Memorial Health Care administration or the editor.

Ads for services and goods must be offered or wanted by Baptist colleagues, individuals or independent contractors. Franchises, other non-independent services, medical, dental and other clinical services are not eligible for classified ads.

To submit an ad, e-mail leader@bmhcc.org or fax to 901-227-3516.

- Computer desk with room for monitor, tower, keyboard and storage space with black desk surface and faux wood outer surface, \$45; HP1000 Photosmart color printer with ink, USB cable, \$45. Call 901-406-2027.
- Large Italian-made antique mirror, 53X39, ornate, hand-carved frame, antique gold, \$295; mule renaissance triple dresser by Sumter Furniture, cherry finish, sold hardwood, nine drawers with four-foot portrait mirror, \$595; both items are excellent condition. Call 901-362-1250.

MISCELLANEOUS

- Hasbro Playskool T.J. Bearytales animated plush bear special value package which includes two

physicians' office building adjacent to the hospital at 6025 Walnut Grove Road. February's meeting will be Feb. 19. Baptist Rehab-Germantown's support group will meet at 7 p.m. the last Monday of every month in the hospital's community room. The hospital is located at 2100 Exeter Road. February's meeting will be Feb. 25.

Designed to benefit both the newly diagnosed and those who have been living with the disease, the support group provides a comfortable setting

books and recording cartridges, new in box, \$40. Call 901-873-1013.

- 2004 Aerolite fifth wheel travel trailer, 28 feet, super slide out, queen bed, glass shower, entertainment center, microwave, gas, oven, electric/gas refrigerator, electric/gas hot water heater, ducted heat/air unit, rear living area, non smoker, like new, \$15,000. Call 662-562-6940.
- 180 Segway Personal transporter with golf package and trailer hitch carrier, \$2,500. Call 901-355-4233.
- Custom candy made for any occasion, also dipped fruit and pretzels. Call Lesley or Carolyn at 901-475-4448.
- Wedding ring set, 14-carat white gold with pear-shaped diamond and small diamonds around it, 1.25 CTW, size 5.5, lifetime warranty/protection plan, wedding ring never worn, \$1,500, photos upon request. Call 901-406-2027.

VEHICLES

- 1993 Mitsubishi Eclipse, good tires and the AC works, \$635. Call John at 901-685-0347.
- 1999 Chevrolet Trailblazer, auto, 4WD, leather, sunroof, \$5,000. Call 901-552-3773 or e-mail jkopchak@aol.com.

SERVICES

- Kitchen and bathroom remodels, fire restoration, custom tile and sheetrock, free estimates. Call 901-503-3429.
- Lawn service, free estimates; night janitorial services, free estimates. Call 901-634-4710.
- Cut and trim trees, reasonable rates, call 901-949-5114.

WANTED

- Keyboardist wanted for "Praise and Worship" at Victory in Christ Christian Church, 1683 South Parkway East at Rozelle. For information, call 901-292-4674 and leave a message.

PETS

- AKC mini/toy schnauzers, two black females, one black male, \$300 each; toy sized black/parti male, \$700. Call 901-262-9548.

for discussion, education and encouragement. Spouses and family members are encouraged to attend. No reservations are needed.

For more information about the group meeting at Baptist Memphis, call 901-226-5000 or 800-4-BAPTIST.

To find out more about the group meeting at Baptist Rehab-Germantown, call 901-757-3428.

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