

Why I gave to Baptist Trinity Hospice House: Dorothy Watts

Baptist Tipton hosts TOTAL

Leader's Corner: What is true health care reform?

Creating a safe workplace

In March, Baptist employees, both clinical and non-clinical, systemwide have the opportunity to participate in two surveys on patient safety and medical issues and error reporting.

One survey closes a five-year commitment with the Institute for Healthcare Improvement and another survey, sponsored by the Agency for Healthcare Research and Quality, begins Baptist's participation in a national survey that compares facilities and patient safety with other hospitals.

The Agency for Healthcare Research and Quality is the lead federal agency that conducts and supports research to improve patient safety and health care quality improvement in the nation's health care system that

will help speed the adoption of research findings into practice and policy.

The results of the surveys are then used to create action plans to enhance patient safety and address areas of concern highlighted by the Baptist staff. The results of the final IHI survey will also be used as a measure of progress of the previous four surveys. Both surveys are confidential and participation is critical.

"Both surveys are very important for giving us information we need to create and maintain safe patient care work areas, processes and facilities," said Beverly Jordan, vice president and chief nursing officer at Baptist Memorial Health Care. "Each survey asks different questions and will be used differently. We're asking for your patience and participation in both this year."

(Continued on page 5)



Paid forward

Margaret Chitwood, secretary at Baptist Women's Health Center, was surprised when Richard Ransom from WREG TV visited her at Baptist Memphis, as she was selected for its Pass It On segment. Chitwood wrote the station asking for \$300 for OJ Gordon of facility services at Baptist Memphis, who has needed a hearing aid for some time. With the money, Gordon was able to get fitted for a hearing aid.

"I used to work at Baptist Memphis and OJ would set up the seminar rooms for me," she said. "This was an answered prayer."

"I was surprised, I didn't know what was going on," Gordon said. "But once I found out — she is just a beautiful person and I'm proud to have her as a friend."



Baptist nursing incorporates research and practice

Teresa Huelskoetter, left, myelosuppression patient, works out in the myelosuppression unit with Ann Smith, RN, head nurse of the unit at Baptist Memphis. Smith is one of a few Baptist nurses conducting research to potentially affect how patients are cared for in the future. Diana Baker, coordinator for nursing research, began more than a year ago with a goal of assisting and coordinating nursing research projects. The idea, as written in a grant proposal to the Baptist Memorial Health Care Foundation, was to "build a nursing research program for staff nursing." Read the stories on page 5.

GuideStone Annuity 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 or e-mail Ken.Peavy@GuideStone.org, contact April Mollerberg at 901-226-3516 or e-mail April.Mollerberg@GuideStone.org.

March 3 Baptist Collierville	March 17 Baptist Booneville
March 4 Baptist Women's Hospital	March 18 Baptist Tipton
March 5 Concern: EAP Baptist North Mississippi
March 6 Baptist Memphis	March 19 Baptist Union County
March 9 Baptist Memphis	March 19-20 Baptist Golden Triangle
March 11-12NEA Baptist	March 23 Baptist Memphis
.....and Surgical Center of Jonesboro	March 24Baptist Corporate Building
March 12Baptist MemphisBaptist DeSoto
March 17 Baptist DeSoto	March 25 Baptist Huntingdon

For discount concerns, consult the blog

If you have comments or questions about the **Baptist Employee Discount Program**, the program's committee encourages you to add a post to the employee blog accessible from a link on the discounts website.

Posting to the blog serves several purposes. It's the fastest way to share your experiences with other employees.

Also, committee members and other employees can comment on your post and might have suggestions or answers for you right away.

Finally, posting to the blog makes your information available to all program committee members at the same time and in one place. This facilitates discussion of your topic more efficiently than contacting an individual with a question or concern.

Also, if you would like to see a particular merchant join the discount program, please print out and distribute the merchant application instructions sheet available on the discounts site.

Baptist College of Health Sciences open house dates

The Baptist College of Health Sciences will host open house visits for prospective students. For information and to reserve a space, call the Admissions office at 901-575-2247.

Transfer Night for students interested in transferring to BCHS; **March 5**

Free back pain seminar

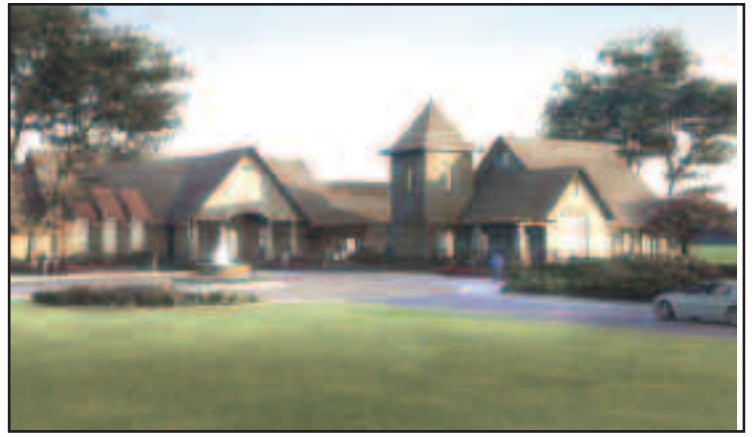
Back pain and the weekend warrior is the topic of a free seminar hosted by Semmes-Murphey Neurologic and Spine Institute.

Allen K. Sills, MD, and physical therapist Monica Baker will provide information about the prevention and treatment of back problems in active adults.

A question and answer session will follow the presentation. The seminar is from 6-7 p.m. March 3 at Semmes-Murphey Clinic at 6325 Humphreys Blvd. To register, call 901-522-2619 or visit www.semmes-murphey.com.

Come, let us bow down in worship, let us kneel before the Lord our Maker.

PSALM 95:6



Baptist Trinity Hospice House employee campaign reaching new heights

Here's why Dorothy Watts, director of materials management at Baptist Memphis, donated to the Baptist Memorial Health Care Foundation's employee campaign for Baptist Trinity Hospice House and the Kemmons Wilson Family Center for Good Grief.



Dorothy Watts

"I gave to the Baptist Trinity Hospice House because it's so important to the community to have something this amazing, something this wonderful and something needed by so many. I would say that most everyone reading this has been touched by a loved one or a friend that needed this kind of attention, care and love. You hear the stories of how the Baptist Memphis hospice unit helps so many, how hospice home care helps so many and you hear the stories of how so many 'could have' benefited from a home such as this. This is what touched my heart, as I am one of those who could have benefited many years ago when my husband died from a brain tumor after suffering with it for a year and a half. He spent the last two months of his life in a hospital, away from his family. My young son and I could have benefited from a grief center like this home is going to offer. I am serving as one of the Baptist Memphis team captains and am very excited to be a part of this project as I know it will be there for me and my family in the future if needed. During my campaign meetings, I have been touched by the support, interest, donations and that everyone truly wants to be a part of this. It has been one of the most rewarding projects I have been a part of in the 24 years I have worked with Baptist. For that, I am very thankful."

To date, more than \$10.6 million has been raised. The colleague campaign continues through March with a goal of \$1.2 million. So far, more than \$930,000 has been raised with donations from generous colleagues like Dorothy Watts.

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.

AROUND THE SYSTEM

Corey Busby, RN, emergency department, Baptist Memorial Hospital-Union City,



Corey Busby

recently was named first quarter Service First Champion. His nomination read, "His above and beyond service occurred while he was off duty when my mother fell at home. My sister and I were out of town and my stepfather, 84, was home alone with her. She fell, landing on her face, and was unconscious for a few minutes. When she came to, she refused to go to the hospital.

"She had considerable swelling and some bleeding.

"Talking long distance, I knew she needed help, but being stubborn (which she is), or confused and not thinking clearly from the fall, my stepfather did not know what to do. She did not want an ambulance. I am an RN at Baptist and I know Corey. I asked him if he would go to my parent's home to check on my mother and to try and get her to go to the hospital.

"Without hesitating, Corey agreed to go. Once there, he told me she needed emergency services. Even though my mother does not know Corey very well, his personality, professionalism and nursing skills convinced my stubborn and injured mom to go. Corey helped arrange transport to the hospital, called ahead to the ER, and even showed concern by calling back later to check on her.

"It was such a comfort to know Corey was there for my family. Because my mother went to the hospital, tests found a pancreatic mass. If Corey had not convinced my mom to get help, we would not have known about this mass. My mother talks about Corey to everyone; she even tells how he called to check on her afterward. For my mother, Corey is her hero."



Baptist Memorial Health Care partnered with Bellevue Baptist Church to begin offering free basic dental services through the Christian Mobile Dental Clinic. Above, **David Hogan, executive vice president and chief operating officer for Baptist Memorial Health Care**, speaks at a reception announcement at Community Bible Church. The clinic, which travels to underserved areas of Memphis, will operate 150 days a year, providing simple fillings, extractions and instruction on brushing, flossing and dietary habits to support oral health.



A TOTAL experience

Above, Jan Strickland of Baptist Memorial Hospital-Tipton, shows high school students different aspects of the emergency department as part of the students' tour of the hospital. The students are part of the TOTAL group, comprising 27 select high school students from Covington, Brighton, Munford and Rosemark. The group toured multiple areas in the hospital, including ER, L&D, surgery, radiology, lab, respiratory, PT and also had an infection control info session. Skipper Bondurant, Baptist Tipton administrator and CEO, greeted the group and provided information about the hospital. The group also completed a scavenger hunt for information from all of the toured departments. Students had the opportunity to ask about all aspects of health care for a possible health care career. Administrative assistant Cyndi Roberts was the Baptist Tipton coordinator for the Youth TOTAL hospital visit, while Amy Flowers, Amy Younger, Jan Love and Jane Rice served as tour guides.

SEMINARS

Baptist Memorial Hospital for Women hosts the Dr. Sam P. Patterson Library Seminar Series to address women's health and wellness issues – from heart disease to the benefits of massage therapy.

Reservations for the following free seminars are required and can be made Monday through Friday, 9 a.m. to 5 p.m., by calling 800-4-BAPTIST or 901-227-8478.

Identity Theft is a Billion Dollar Business

Tuesday, March 17, noon to 1 p.m.

One of the country's fastest growing crimes, identity theft affected more than eight million Americans last year.

This seminar, led by Tami Neely, certified identity theft risk management specialist, LifeLock, aims to arm participants with the knowledge needed to protect themselves and their loved ones against identity theft.

Hospice Care

Tuesday, March 24, noon to 1 p.m.

Rod Robinson, executive director of Baptist Trinity Hospice, and Angela Hamblen, director of bereavement and social services, Baptist Trinity Hospice, are featured speakers at this seminar, which provides participants with information about the role hospice care plays in our community.

Plus, facilitators will share Baptist's plans to build the Kemmons Wilson Family Center for Good Grief, a residential hospice on the campus of Baptist Memorial Hospital-Collierville and is designed to serve terminally ill patients who are unable to be cared for in their own homes.

United Way of the Mid-South is offering free tax preparation services to qualifying individuals and families through the Earned Income Tax Credit Alliance. Sponsored in part by a grant from the Internal Revenue Service and the Tennessee Department of Human Services, the volunteer tax assistance offers working families an opportunity to get the money they've earned through the earned income tax credit by

providing free tax preparation for those not able to afford to pay. For information or to find out if you qualify, call 211 or 901-415-2790.

Baptist now offers **free podcasts** to listen to while you exercise. Trainer Wendy Holmes narrates podcasts for exercising on an elliptical machine, treadmill and cooling down after exercise. Holmes, a certified trainer,

also offers health and nutrition tips during the workout. Download the podcasts in the Health Information section of BaptistOnline.org. Future podcasts are planned.

Baptist Employee Health reports that nearly two-thirds of Baptist employees received an influenza vaccine through employee health, with an additional five percent

receiving vaccines at another facility. Denese Bryant, manager of employee health, reports that all Baptist hospitals exceeded a 50 percent vaccination rate, with Baptist Booneville, Baptist Union City and Baptist Union County having the most colleague participation. Also, Baptist Booneville, Baptist Tipton and Baptist Huntingdon had the highest physician vaccination rates.

LEADER'S CORNER



Bob Gordon, Executive Vice President and Chief Administrative Officer, Baptist Memorial Health Care

Accessing components of a health care system that evolved in the 20th century to deal with the complexity of 21st century health problems is a major factor hastening the realization that we need comprehensive health care reform in our country.

Many factors have brought us to the point we are today with increasing health care costs most agree we can no longer afford. There is much in the media about the pending debate on health care reform. But it matters less if you prefer government-sponsored universal health care or a system based solely on the market and individual choice. Whichever philosophy you embrace, the major drivers of high cost are often external to the health care delivery system we know and of which we are part. Unless the debate and the ultimate solutions address cost and utilization factors outside of the health care industry we will likely hear a lot of noise but achieve

limited progress.

Instead of restricting the debate to reimbursement controls on hospitals and physician providers, reform dialogue needs to focus also on cost drivers, one of which is personal choice and behaviors that clearly create future health issues and costs.

Evidence shows that unhealthy lifestyles and poor personal choices lead to certain chronic diseases that in turn lead to increased utilization and cost. Studies have shown that the onset of Type 2 diabetes is often linked to the consequence of poor lifestyle choices surrounding diet and exercise. The same is true for many who develop emphysema or lung cancer as a consequence of a poor personal choice to smoke.

The hospital is the last place where the costs of these health issues manifest themselves when predictable and often avoidable health complications occur. In many ways, the hospital is the recipient of those affected by poor personal choices and society's failures. Think about how much of an impact an active lifestyle program would have upon a child? Maybe if our children exercised and consumed healthier food they wouldn't present the complications associated with obesity 10, 20 and 30 years later. Fewer people smoke today because we understand the

long-term consequences through aggressive public information campaigns that informed people of smoking's risks. It took us decades to "get it" but now many have made healthy choices that should reduce the incidence of certain conditions such as COPD, emphysema and lung cancer in the future. As hospitals, we have an obligation to continue to find more cost-effective means of treatment, but avoiding chronic disease is where a significant portion of savings will occur. As such, the health care reform discussions must include factors that drive the demand for future health care services.

The United States spends more per capita on health care than any other developed nation. Yet our country ranks among the worst in terms of infant mortality, medical errors and barriers to access to care.

Why not attack the root causes of obesity and its resulting complications as a national priority as we did smoking and tobacco use? If we truly want to reform our health care system, we need to start with disease prevention and chronic illness avoidance.

Our health care system does exactly what it is designed to do. When we are severely injured or deathly ill, we get unsurpassed, life-saving treatment. Our unwritten national health care

policy is to rescue people from medical disasters.

Our focus should first include avoiding health disasters and then addressing those who are injured or become ill despite our best efforts. The federal government can help by enacting laws and regulations to influence the content of the food supply and by providing simple, understandable information from which people can make better informed choices. But it is ultimately up to us as individuals to make choices we have not made in the past.

In most cases we, not the government, control the cost and quality of our future health.

While most agree something has to be done to reign in health care costs and improve outcomes, the focus needs to include addressing the root causes of poor health. We must address health care reform as individuals and as a society to avoid predictable, complex and costly complications we can no longer afford.

Obesity is but one example of many external factors, including poverty, education, crime and sanitation that, if not addressed, will continue to drive the demand and cost of health care beyond any savings to be realized through further efforts at cost-cutting alone.

Evidence-based practice

Diana Baker, Ed.D., APRN-BC, coordinator for nursing research, began more than a year ago with a goal of assisting and coordinating nursing research projects. The idea, as written in a grant proposal to the Baptist Memorial Health Care Foundation, was to "build a nursing research program for staff nursing."

Doing so would provide results through research projects to promote enhanced patient care. In addition, practicing nurses creating and completing research projects add an additional level of scholarship to the organization.

"Baptist Nursing honors the scholarly efforts of all its nurses," Baker said. "These efforts include participation in research, as well as academic degrees and diplomas, licensure and certifications."

Baker called research an antecedent to clinical decision-making.

Four nurses are currently

engaged in research projects. Over the next few months, Leader will be highlighting these projects as well as the work of staff at the Baptist Clinical Research Center. The Baptist nursing research projects spanning the newborn intensive care unit, chemotherapy patients, diabetes and pre-diabetes patients, and cardiovascular patients may

change clinical decisions in the future.

"We want to give our nurses, both veteran colleagues and new nurses just out of school, an opportunity to expand their role within our profession and our organization," said Beverly Jordan, MSN, RN, vice president and chief nursing officer

for Baptist Memorial Health Care. "This research component is part of a national trend for organizations like ours. In addition to providing new and potential colleagues a variety of professional pathways, Baptist also establishes a foundation of knowledge that directly benefits bedside care."

Numbers to back it up

Ann Smith, BSN, RN-BC, OCN, head nurse in the myelosuppression unit at Baptist Memorial Hospital-Memphis, believed that certain chemotherapy patients would recover more quickly and be able to leave the hospital sooner by implementing a cardiac rehab regimen at the beginning of their treatment and continuing until their white blood cell count increases to an appropriate level.

"I've wanted to do it for a long time," she said. "I've been stewing on this for five or six years, and finally decided to write a proposal."

Funding for the research was provided through the Baptist Memorial Health Care Foundation. The goal of the research is to determine if regular exercise shortens the length of stay for high-dose chemotherapy and autologous stem cell transplant patients. This is a first for research regarding the inpatient population. It is well documented that cardiac rehab is well tolerated in the outpatient setting and helps patients recover from problems with fatigue. It has not been tested with an inpatient population.

"Many times, these patients are still in the hospital after their blood count recovers simply to get over the problems that began while the blood count was low," Smith said. "Prolonged bed rest and

weakness contribute to many different medical issues that the research may show are preventable by going through the cardiac rehab program."

"This research is a lot of hard work for our team," Smith said. "But I think our results may change how we deliver care to these patients." Currently cardiac rehab is not reimbursable by insurance unless there is a performance deficit. This research is trying to prevent the deficit in the first place.

The effect of her research could save hospital costs and benefit the patient with shorter stays. Smith is being assisted by Debra Reak, RN, and Ricky Kopp, RN, BSN, OCN.



Carnival of cardiac monitoring

Bobbie Holmes, left, technician in cardiac monitoring at Baptist Memphis, tries to teach Sonja Thorsen, RN, how to work a paddle ball right before teaching her how to attach leads for cardiac monitoring, during the annual carnival in cardiac monitoring at Baptist Memphis.

Survey

(Continued from page 1)

Baptist conducts patient safety surveys annually to accompany regular meetings and safety forums, which has resulted in many safety initiatives throughout the system.

Discussions and open forums at Baptist Memorial Hospital-Union City have resulted in many different patient safety measures, from cameras in CCU rooms to help reduce falls, to purchasing new anesthesia machines for enhanced care.

In addition, Baptist Union City instituted hourly rounding and patient bedtime bundles to reduce falls on the medical surgical unit and purchased new beds that are lower to the ground for patients who are falls risks.

"In fact, the Leapfrog Group, a public reporting agency on hospital care and quality, gives a lot of weight to the use of a tool like the AHRQ survey in its overall hospital score," Jordan said. "This survey is not about patient or employee satisfaction, it is about getting your opinion of all aspects of our safety culture."

Survey results are expected to be returned in June.



CLASSIFIED ADS

WANTED

- Having a tea party and need bracelets, beaded necklaces, picture hats, shawls and ladies' gloves for little girls to dress up, mardi gras beads welcome. Call Molly at 901-744-6452.
- Chain link outdoor dog kennel/run wanted, reasonably priced. Call 662-563-9771.
- Single Christian female wanted to share three bedroom home, one upstairs bath available, kitchen and laundry privileges, convenient to Baptist DeSoto. Call 901-429-1068.
- Want to buy lady's watch with Baptist logo on band. Please leave a message at 662-369-6601.

VEHICLES

- 2001 Dodge Grand Caravan, silver, runs OK, \$2,000 OBO. Call 901-315-5475.
- 2007 Dodge Charger, dark interior, like new, fog lights, tinted windows, 24,000 miles, warranty included, basic model, \$17,000. Call 901-378-7860.
- 1997 Saturn SL, light green, 155,000 miles, \$2,600. Call 901-361-5380 after 4 p.m.
- 2002 Volkswagen Jetta VR6, fully loaded, dual bike rack and satellite radio installed, reflex silver, 105,700 miles, factory serviced, all records available, looks and drives great, \$8,500. Call 901-262-1799.

MISCELLANEOUS

- White wedding dress for sale, long with small train beading and pearls in front and back, brand new with tags, size 18, \$600. Call Michael at 901-626-1983 or see photos at s25.photobucket.com/albums/c80/easter9053.
- Hamilton piano, good condition, \$1,500. Call 901-854-8662.
- Two burial plots in Memorial Park on Poplar Avenue in Memphis, two spaces, section 1, lot 32, space 5 and 6, \$3,800. Call 662-342-7247.
- Wittnauer Krystal lady's watch, 12L06, new, crystal accents, mother-of-pearl dial, sapphire crystal, deployment buckle closure, \$500. Call 901-240-5376 or e-mail katillacssmith@aol.com.
- Lexmark color photo printer, new in box, model p250, \$30; stair stepper, like new, folds, no electricity needed, \$60; swimming pool fountain, new in box, \$25; scrub hats, elastic all around, all colors and patterns, \$1 each; scrub uniforms, size large, all colors, \$4 for tops, \$4 for pants, \$4 for jackets, all like new. Call 901-389-0529 and leave a message.
- Wen 11-inch Smart Start Auto Waxer/Polisher, model 7050, Smart Start begins when pressure is applied, 10-foot power cord, numerous bonnets, great condition, \$45. call 901-604-3760.
- Rolltop desk, solid wood, very good condition, \$150 OBO. Call 901-212-9854.
- Four almost new Kumho tires, size 205/40R17, four lug, low profile, mounted on Urban Racing rims, \$800 OBO. Call 662-429-6399.
- 1993 Kingfisher fiberglass bass boat, new bat-

tery, 150hp Mercury, foot controlled trolling motor, \$4,500 OBO. Call 870-847-8822.

- Shlage lever style, interior door handles, brushed stainless finish, two dummies, two closet, seven locking bed and bath, all are NIB, \$145; NuGard commercial door knobs, round, brushed stainless finish, six exterior keyed knobs and three interior locking knobs, all new in package, \$50 for all. Call Todd at 901-647-7303.

REAL ESTATE/VACATION RENTALS

- Seven-night stay at condominium at Bonnet Creek at Walt Disney World, sleeps eight, for June 14, 2009; Bonnet Creek condominium stay for four nights and four people July 5, call Amarjet Keshav at 901-383-6798 for rates.
- Condominium for rent by owner June 27 through July 4, 2009, at Wyndham Beach Street Cottages, Destin, Fla., 1 BR plus bunk beds, full kitchen, four person occupancy, \$700; condominium for rent Aug. 8-15 at Wyndham Majestic Sun, Destin, Fla., 2 BR lock-off, two full baths, two full kitchens, eight-person occupancy, privacy for two couples, \$900. Call 662-563-1934 for Web site and floor plan of either.
- Duplex for rent at 3459 Woodhollow in East Memphis, newly renovated 2 BR/1.5 BA, separate LR/DR, ceramic tile, central heat and air, carpet, stove and dishwasher furnished, no pets, \$600 per month, \$500 deposit. Call 901-626-1435.
- Cordova home in quiet cove for sale, 4 BR/2.5 BA, fireplace, landscaped yard, \$153,000. Call 901-755-1394 or visit sites.google.com/site/for-sale431.
- Memphis condominium for rent near I-40E and Sycamore View, more than 1,200 square feet, 2 BR/1.5 BA, includes refrigerator, stove, dishwasher, fireplace, one reserved parking space, \$600 deposit and \$715 per month. Call 901-489-2090.

SERVICES

- Mechanic services, guaranteed work, free estimates, can travel. Call 901-691-2805.
- Computer repair and installation, virus and spyware removal, data backup, upgrades and more. Call 901-650-7311.
- Window treatments, wood and faux blinds, shutters and pleated shades and Roman shades, free estimates, free installations, low prices. Call Tom at 901-385-1095.
- Creative and unique photography for weddings, engagements, family and baby portraits, special 20 percent discount for Baptist colleagues. Call 901-828-1223 or visit www.kylekurlick.com.
- Fast kitchen and bathroom remodels, additions, fire restoration, ceramic tile, decks, sheetrock and paint, free estimates. Call Marcus at 901-503-3429.
- Dry and steam cleaning for carpet, rugs and furniture, \$50 discount toward whole house service or 20 percent off total bill. Call 901-569-0205.

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.

Baptist Memorial Hospital for Women will host a "Changes" class to explain the various aspects of puberty for girls 10 to 13 years old and their mothers on Tuesday, March 17 from 6-8 p.m. in classrooms A, B and C on the first floor of the hospital.

Led by Dr. Laura Bishop, an obstetrician/gynecologist with The Ruch Clinic, the class is designed to educate girls on the physical and emotional changes they experience during puberty, as well as provide information about menstruation, abstinence, health and hygiene, nutrition and eating disorders, self-esteem and dealing with peer pressure. 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. Another parent or loved one can accompany the preteen if the mother is not available. Space is limited, and registration is required. For more information or to register, please call 901-227-9868.

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