



Daily Dose

Monday, March 17

Welcome New Employee!



Barb Nisius

Registered Nurse in the
Medical/Surgical department
on a part-time basis.

Happy St. Patrick's Day!

Why the Shamrock?

Shamrocks are particularly associated with Ireland, where they are considered a national emblem. According to legend, St. Patrick, the patron saint of Ireland, used the shamrock as a symbol of the Christian concept of the Trinity (three persons in one God) because of its three leaflets bound by a common stalk. Traditionally, the Irish have worn shamrocks in their lapels for St. Patrick's Day, March 17.

Source: britannica.com



This Week in Engagement

Every week the Administrative Council (AC) will give you a look into what they are working on to make Stoughton Health a great place to work and receive care.

This week, we're hearing from Amy Hermes

What have you been working on?

Along with other leaders in the organization, I'm working on evaluations.

Why is this important to staff?

Employee evaluations are important because they provide feedback for improvement, set clear goals, boost motivation, support career development, and aligns individual work with company objectives. They benefit both employees and the organization by promoting growth, transparency, and performance. Additionally, evaluations give leaders the chance to catch up with their team, understand individual progress, and maintain open communication. This helps strengthen relationships and ensures everyone is on the same page.

To find out more reach out to Amy Hermes at ahermes@stoughtonhealth.com

March Birthdays This week



Kelly Perna
Community Education
March 16



Melanie Pavolonis
Cardiac-Pulmonary
March 17



Emily Devine
Rehab Services
March 19



Cori Ninneman
Environmental Services
March 19



Jennifer Hamilton
Ortho Clinic
March 20



Cori Heise
Med/Surg
March 20



Alison Rece
Patient Financial Services
March 20



Helen Sumwalt
Guest Services
March 21

March Anniversaries This Week



Nikki MacLeod
Medical Imaging
March 16
10 Years



Ashley Vance
Registration
March 16
5 Years



Daniela Fulbright
Environmental Services
March 18
1 Year



Cameron Weess
Ortho Clinic
March 18
1 Year



Heather Dimmel
Medical Imaging
March 21
3 Years



Qazee Parker
Med/Surg
March 21
3 Years

Tuesday, March 18

March is **National Kidney Month**

Get to know your hard working kidneys

6 WAYS KIDNEYS KEEP YOU HEALTHY



Regulate fluid levels

Activate Vitamin D for healthy bones

Filter wastes from the blood

Directs production of red blood cells

Regulate blood pressure

Keep blood minerals in balance

8 PROBLEMS KIDNEY DISEASE CAN CAUSE



Nerve damage



Cardiovascular disease



Heart attack



Stroke



Anemia/ low red blood cell count



Weak bones



High blood pressure



Kidney Failure

4 RISK FACTORS

Diabetes

High blood pressure

Age 60+

Family history

7 SYMPTOMS



Swelling: face, hands, abdomen, ankles, feet

Blood in urine
Foamy urine

Puffy eyes

Difficult, painful urination

Increased thirst

Fatigue

2 TESTS YOU CAN TAKE (BLOOD AND URINE)



Urine albumin-to-creatinine ratio estimates the amount of a type of protein, albumin, that you excrete in your urine.

Glomerular Filtration Rate (GFR) tells how well your kidneys are working to remove wastes from your blood. It is the best way to check kidney function. Doctors measure blood creatinine (waste build up) levels and perform a calculation based on race, age and gender.



National
Kidney
Foundation®

Learn more at kidney.org

14.88% Medicare patients with CKD diagnosed

5,348 Medicare patients on dialysis

1,246 Kidney patients on the transplant waitlist

338 Kidney transplants in 2022

31 Patients who died while on waitlist in 2022



AVERAGE ANNUAL COST TO MEDICARE

Pre-Kidney failure\$25,920

Dialysis patient\$79,439

First year after transplant\$23,308*

*per person per year (PPPY) in 2016-2019, of which \$6,947 PPPY were for immunosuppressants



FAST FACTS

More than 1 in 7, that is 15% of US adults or 37 million people, are estimated to have CKD.

As many as 9 in 10 adults with CKD **do not know** they have CKD.

About 2 in 5 adults with severe CKD **do not know** they have CKD.



LEAD CAUSES

Diabetes and high blood pressure are the leading causes of Chronic Kidney Disease (CKD).



RACIAL DISPARITIES

African Americans (x4), Hispanics (x1.3), Asians (x1.4), and Native Americans (x1.4) are more likely than Caucasians to have CKD.

HOW CONGRESS CAN HELP KIDNEY PATIENTS



LIVING DONOR PROTECTION ACT (LDPA)

Living organ donors save lives, and they deserve protection against discrimination in the pricing and availability of life, disability, or long-term care insurance. LDPA also codifies existing Dept. of Labor policy including living donation in the Family and Medical Leave Act (FMLA).



IMPROVING ACCESS TO HOME DIALYSIS ACT

This bill expands patient choice and removes barriers to accessing home dialysis to ensure that all patients are given the opportunity to succeed on the dialysis modality that best suits their needs and preferences, regardless of their zip code.



APPROPRIATIONS

The National Kidney Foundation (NKF) is seeking \$15 million in funding for the CDC's Chronic Kidney Disease Initiative and additional funding for the National Institutes of Diabetes, Digestive and Kidney Disease (NIDDK) to improve prevention and early detection of Chronic Kidney Disease (CKD) and expand research and innovation towards improved treatments for kidney disease.



ORGAN TRANSPLANTATION TRANSPARENCY, ACCESSIBILITY, AND REFORM ACT (OTTAR)

The organ procurement and transplantation system is in need of oversight, transparency, and accountability to ensure it is functioning properly on behalf of patients awaiting lifesaving organs. This bill begins that process by prioritizing data collection and transparency, and focused supports for communities at high-risk of kidney failure but low access to transplantation.

For additional information, contact NKFadvocacy@kidney.org or visit us at [kidney.org/advocacy](https://www.kidney.org/advocacy)

E4E Update

March is just around the corner, and we want to remind everyone of a great opportunity to help support the hospital. Thanks to the Partners of Stoughton Hospital all the donations made to the Foundation between March 18th-April 7th will be matched up to \$10,000. To help add to the excitement the E4E Team is setting up a company March Madness group for both the men's and women's NCAA tournament. If you would like to join in on the fun, the E4E Team is asking that a \$5 donation be made per bracket to help reach our fundraising goal.



Brackets will be available on March 16th and must be completed by Thursday, March 20th before 11:00am.

To make your donation you can give cash, check, or pay online. Please pay online using the following link and add the word "bracket" in the notes so we can track the E4E event donations:

Link: www.stoughtonhealth.com/stoughton-hospital-foundation/march-matchness/

OR give money to Sarah Watkins, Melissa Monte, Taylor Simonson or drop it off at the Foundation office.

Feel free to set up an account now to make it easier to get right to creating your bracket the week of March 16th

Women's Bracket

https://fantasy.espn.com/tc/sharer?challengeId=258&from=espn&context=GROUP_INVITE&edition=espn-en&groupId=def76e8d-4404-4d58-a1d0-700ac09fc4fe&joinKey=7816e57e-143b-36aa-b94e-ace9bef9553b

Men's Bracket

https://fantasy.espn.com/tc/sharer?challengeId=257&from=espn&context=GROUP_INVITE&edition=espn-en&groupId=7a007dfd-0f01-474f-a101-85aad0f1130c&joinKey=7816e57e-143b-36aa-b94e-ace9bef9553b

****The password for both brackets is: SHmadness2025**

Wednesday, March 19

Community Education Update

Learning to Breathe for Healthy Living

This free class is an introduction to Centric 6™, the correct sequence of six steps that activate your main breathing structures. Participants may lie on a mat or learn it sitting on a chair. Proper breathing develops powerful abdominals and core coordination, which leads to:

- Improved digestion
- Reduced incontinence
- A flatter belly
- Increased stamina and endurance for sports and daily activities

Join Kathleen, founder of Body Conscious LLC, Master Teacher of pilates and stretch/strength technique, for a 60-minute class with the option of an additional 15 minutes of mindful breath practice.

Questions? Please contact Stoughton Health Community Education at [\(608\) 877-3498](tel:6088773498). This class is for education purposes only and does not serve as an endorsement.

[Click Here to Register](#)



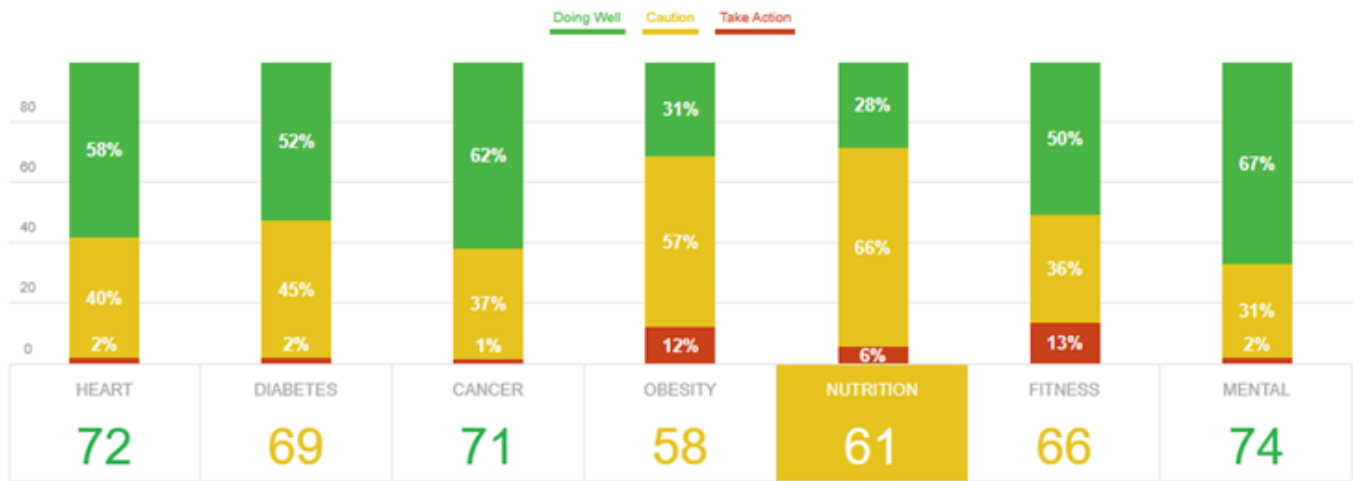
Wellbeing Team Update

Thank you to all of you who have completed the Health Risk Assessment (HRA). If you haven't completed the HRA yet this year, you can do so at any time by going to:

Intranet → Excellence Together → Well-being team → HRA link towards the bottom of the page. The Well-being Team will be utilizing this HRA data to focus our education and challenges. We are sharing the data with you, so you can see and understand where our education and challenges are coming from. If you have trouble accessing the HRA, please contact Andy Saul.

As you can see, nutrition is a key area where we, as an organization, could benefit from making some changes. You will notice a significant focus on nutrition for the rest of the year. We know that everyone gets tired of hearing about nutrition, but it is a huge risk area for us. Food Nutrition Services and the Well-being team will be partnering to provide education and offer healthier food choices. We will not be taking away any of your desserts or making drastic changes. There will be small changes and education coming provided to help you make educated decisions on what you eat. If you have any suggestions for the café, please feel free to send them to asaul@stoughtonhealth.com or darndt@stoughtonhealth.com. We are here to help improve our overall nutrition leading to healthy, strong, and happy employees.

If you need some extra accountability or motivation in making healthy changes in any area of well-being, please fill out [this form to sign up for a health coaching session!](#)



Nutrition 61

28% DOING WELL

66% CAUTION

6% HIGH RISK

Beans & Legumes

23% 22% 55%

Nuts & Seeds

18% 46% 35%

Saturated Fats

42% 39% 19%

Type of Fat

28% 65% 7%

Sugar & Sweets

62% 30% 8%

Salt

64% 31% 6%

Whole Grains

33% 62% 5%

Fruits and Vegetables

38% 58% 4%

Red & Processed Meat

33% 64% 3%

Poor nutrition increases the risk of heart disease, hypertension, type 2 diabetes, osteoporosis, and certain types of cancer. It also increases the susceptibility to infection, decreases the ability to metabolize drugs, and impairs physical and cognitive function. Smart food choices lessen the risk of disease, absenteeism, presenteeism, and early death.

A third of all premature deaths in the United States can be attributed to poor nutrition and sedentary lifestyles. Healthier diets might prevent more than \$70 billion/year in medical costs, lost productivity, and the value of premature deaths associated with these conditions.

This report addresses actionable nutritional components.

Doing Well Caution Take Action No data

Thursday, March 20

American Heart Association Fundraiser!

Looking for a fun way to support the American Heart Association?! Try the Fundraiser Flow, held at Dragonfly Hot Yoga, taught by Kelly Perna.



**American
Heart
Association.**

Day: Saturday, April 5th

Time: 1:00 – 2:15pm

Location: Dragonfly Hot Yoga (610 Junction Road, Middleton)

Cost: \$20 minimum donation, all proceeds benefit the American Heart Association



Use this QR Code for more information and to register.



Chamber Annual Meetings

This is the time of year where many of our local chambers of commerce are having their annual meetings. Stoughton Health is a member of several chambers to connect with businesses, educate on our services and share the good things happening at Stoughton Health.



Cottage Grove Chamber of Commerce Annual Meeting

Left to right: Kelly Harrington, Michelle Abey,
Dr. Aaron Schwaab, JoDeen Hettenbach and Heather Kleinbrook



Oregon Chamber of Commerce Annual Meeting

Back Row Left to Right: Dr. Aaron Schwaab,
Laura Mays, Liz Touchette, and Chris Brabant
Front Row Left to Right: Kelly Harrington, Amy
Brown, and Sara Sturmer

Friday, March 21

SHINE Awards

To: Ashleigh Kreuter

From: Emily Devine

THANK YOU for coming in to help with patient care on your day off to support your team when needed. Your team appreciates you so much! You rock!

To: Maren Stephens

From: Sarah Callan

I wanted to express my sincere gratitude to Maren for her exceptional support during a recent situation. While I had to stay home to care for my sick child, Maren kindly stepped in to handle my nurse visit and also managed the cardiology in-basket. Her dedication and teamwork are truly appreciated. Thank you, Maren, for being such reliable and wonderful nurse and colleague.

To: Michelle Abey

From: Sarah Watkins

Today I saw Michelle down in the cafe around lunch time and I know she was pressed for time/between meetings. There was a gentleman in front of her that needed some assistance. Michelle didn't hesitate to offer up her help and provide him with an extra set of hands. Michelle probably didn't even think twice about this, but it really is the little things- and probably super helpful to him. She was definitely caught in the AACTS!

To: Hannah Moody

From: Rose Borroughs

Hannah without hesitation stayed a half hour after she finished her shift to show me how to use applications on the computer that I was unfamiliar with and would most likely use on my night shift. Thank you, Hannah!

To: Carri Dietzman

From: Rose Borroughs

Carri stayed past her shift and spent time explaining procedures to me for registering patients in the ER on a night shift. She even had jotted down notes during her PM shift so I could use those notes as a reference that night. Thank you, Carri!



**Stoughton Health
Employee Recognition**

Do you have a coworker you would like to recognize with a SHINE Award or nominate for Standards Honors Employee? The forms are just a click away on the intranet home page!

**Submit S.H.I.N.E.
Award**

**Nominate Standards
Honors Employee**

To: Tammy Gassen

From: Linda Schaefer

This is a long overdue kudos for Tammy, who has been my eyes and ears on Facebook for several years. When she sees a good or negative post about Stoughton Health she sends it to me. This has allowed me to address negative posts and thank people who have good things to say about us that I may have missed otherwise.

Thanks so much Tammy, I appreciate you!

To: Bev Pope

From: Alison Rece

Thank you for always being there when I have a question or just need a little help with something. Your knowledge is beyond helpful!



To: Jenny Nettesheim

From: Elizabeth Weihert

You shine because of the patience, empathy, and creativity you provide during the care of your patients. They are lucky to have you as their PT.

To: Olivia Langer

From: Leigh Auerswald

An Urgent Care patient (who was not feeling well) was very touched by the care/concern you gave her. You noticed that she wasn't feeling well and offered to fill her water bottle. She told me that she was so impressed that you simply offered without being asked. It's a pleasure working with you Olivia!