



The Heartbeat of St. Elizabeth

**Making St. Elizabeth a GREAT place for patients to receive care,
physicians to practice medicine, and employees to work!**

ST. ELIZABETH HEALTH SERVICES

THE PULSE

The President's Message

Gratitude

On Friday, November 16 Jerry Nickell's morning reflection was about gratitude. He cited Ephesians 5:20 – "Give thanks always for all things to God the Father in the name of our Lord Jesus Christ." It's not just the things we consider good that should stimulate us to give thanks – and not just do it occasionally – but we are to *always* give thanks for *all* things." When we do this we will feel blessings in "good measure, pressed down, shaken together, and running over" (Luke 6:38). That's how I feel about my blessings – there are so many I can't contain them.

During this season of Thanksgiving I want to thank all of you who have been so helpful to me personally. The last couple of months have been especially difficult, for many reasons. But many of you have stepped-up in many ways to help carry the load. At times like this it becomes apparent that many of us work for more than money. We work because we believe in our cause. We work because we believe in each other. We work because we want to help our fellow workers. We work because we want to be proud of where we work. We work to make SEHS a better place for our community.

Whatever your reasons, I thank those of you who have stepped-out of your comfort zones to do something more, or to do something new, or to do something that just needed to be done.

Working together we continue to make St. Elizabeth a great place for patients to receive care, physicians to practice medicine and employees to work.

George Winn, President & CEO

Merry Christmas!



This year at St. Elizabeth we are again pleased to provide turkeys and hams to our employees as a way of saying "thanks" for all you have done for us this past year. Turkeys and hams will be available for pick-up on December 17 from 11:00 to noon and again on December 18 from 1:00 until 3:00 p.m. If you are not able to pick up your turkey or ham during these hours, please sign a note for a friend or co-worker to pick up your delectable gift for you.

May God bless you and yours during this special season of the year!



The CHI Connection!



CHI Connect training

Every St. Elizabeth employee will have a role to play with *CHI Connect*. Beginning January 1, you'll have the tools to handle many human resources and payroll functions yourself with HR/Payroll Connection. Prepare to spend part of your workday in a new role this winter: as a student.

CHI Connect training classes have already begun for some of you. This training will be your chance to learn the new software and processes we will be using in January to approve invoices, view pay statements, submit expenses and much more.

HR/Payroll Connection training sessions will be offered at multiple times to accommodate busy schedules. Your training requirements will vary depending on your job duties. A few courses will be led by instructors in a classroom setting. Most training sessions will be computer based so you can participate when your schedule allows.

You may take the computer-based training in a designated computer lab or on your own work computer. Instructor-led training sessions will be offered at multiple times to accommodate busy schedules.

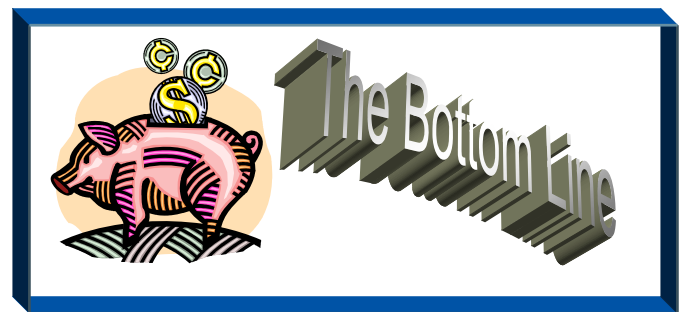
Support materials will include step-by-step pocket guides to help you through specific activities. More detailed user guides will be available online through Inside CHI, the Catholic Health Initiatives intranet. You will be able to refer back to computer-based trainings even after go-live.

During training you'll have the chance to ask questions and see what the online information actually looks like. Ask your manager for your training schedule.

Starting January 1, various support centers will be available to help you by phone and email. Representatives at the HR/Payroll Connection Support Center, Accounts Payable Support Center, Procurement (Purchasing) Support Center and the national IT Help Desk can provide information to help you through this transition.

Amy Dunkak

Director of Communications and Business Development



For the month of October, St Elizabeth reported an operating loss before investment income of \$84,000 as compared to a budgeted monthly profit of \$2,000. The primary reasons for the variance were increased agency labor costs that were \$83,000 more than budget, influenza vaccine, medical supplies, and higher than expected bad debts expense appears to be the primary factors for this outcome. The inpatient length of stay continues to be managed well. The average daily census discussed above yielded a 3.6 day average length of stay compared to budget of 3.5 days. Emergency visits were 24.2% less than budget. Resident days for the Care Center were 68 days or 5.4% more than budget for the month. Long term care revenue was more than budget by \$23,000 or 10.1% for the month. Outpatient net revenue of \$1,154,000 compared to a budget of \$1,093,000 which is a positive variance of \$61,000 or 5.5%. Overall, the year to date operating loss is \$198,000. We should recognize future financial improvements in certain departments as a result of operational efficiencies that have been implemented recently.

Scott Spears, CFO

Just In Case You Notice...

With the transition to the new payroll system, there will be changes in the way taxes are calculated. The changes are due to the new federal and state tax rates effective with the new year and upgrades to the software. As a result, you may notice higher taxes being taken from your paycheck beginning January 4. If you have any questions about this, please contact Human Resources.

“Almost Tax Blessings” Celebrate Birthdays!

If you hadn't waited until January your parents would have gotten a nice little tax break! But I'm sure when they first saw you, taxes were the last thing on their minds! Enjoy your birthdays!

Coby Mastrude	Jan 5	Shelly Danser	Jan 21
Rhonda Stubbs	Jan 6	Leona Cameron	Jan 22
Chris Mays	Jan 8	Shelly Conro	Jan 26
Cheryl Porter	Jan 8	Angela Conner	Jan 28
Angie Crawford	Jan 9	Kathy Saunders	Jan 28
Michael McCune	Jan 12	Mary Sue Elliott	Jan 29
Rachael Myers	Jan 12	Betty Kimbell	Jan 29
Gary McOmber	Jan 14	Jean Garrett	Jan 30
Barbara Stiff	Jan 14	Dana Mills	Jan 31
Mel Harshman	Jan 20		

A Child Is Born!

This year's Christmas Tree Lighting has been rescheduled for **December 10, 2007**. We encourage all employees, families, and friends to join us at **4:00 p.m.** for a short service at the front of the hospital, followed by refreshments and fellowship.

Come and join the singing, celebration, and shining lights on our tree!



Thank You!

"I would like to thank everyone here at St. Elizabeth for being so caring and supportive during this difficult time. I was very close to my mother and she will be greatly missed! My sisters and I take comfort in knowing she is no longer in pain, and has gone home to be with our Lord. Thank you for the beautiful, heartwarming cards and gift of money. It was really needed to meet our additional costs. Praise to God and thanks to all of YOU!"

Cathy Graham



From the Suggestion Box

Question: I saw an email about hiring a new person in HR. Isn't Administration part of the hospital, and don't they have to observe the hiring freeze too? Will this position actually generate money for the hospital?

Answer: Good question! Actually, there is no hiring freeze in place – we are just trying to be more accountable financially. We have, over the past few months, hired three people because of the additional work that CHI Connect has placed on us. We hired fewer people than suggested by CHI (and we are working more hours to make up for the additional work). These are temporary positions that will go away when CHI Connect is fully implemented.



We are almost done with the first year of our “I CARE” Awards, and there are a few people that are just on the brink of receiving the much-coveted “I CARE” pins! We will be finishing up with this phase at the end of December – so make sure you recognize the ones that have been doing so well this year. We will start again in January, and have some great ideas of what we can do to recognize our high performers next year.

Receiving pins this month are: Annette Grover, Brandi Parker, Charlie Fillebrown, DJ Nichols, Heather Luster, Seth Payton, and Stacy DeLong. Exceeding **20** this year are Jeff Martin (23) and Misty Goodwin (27)!

Thanks to all who have done so much to make our values shine!

- | | |
|------------------------|----------------------|
| Angela Crawford (2) | Joann Illingsworth |
| Annette Grover | John Lorimer (2) |
| Betty Kimbell (2) | Johnna Long |
| Bob Borders | Josh Baker (2) |
| Bob Gainer | Judy Thomas (2) |
| Bonnie Pagliarulo | Kathy Saunders (2) |
| Brandi Parker (8) | Kricket Porter (3) |
| Brenda Chung (2) | Larry Lambeth |
| Brenda Dix | Laura Adcock (4) |
| Brianna Parker | Laurie Young & staff |
| Carol Haslett | Lois Gates |
| Carol Roberts | Mark Sieckman |
| Cathy Roach (2) | Marvin Taylor (2) |
| Charlie Fillebrown (2) | Megan Nelson |
| Chris Plummer | Michelle Rosin (4) |
| Debbi Martin | Misty Goodwin (9) |
| DJ Nichols (3) | Rex Kirkwood |
| Dr. Richards | Robbie Borders |
| Ella Devore (2) | Rose Scott |
| Gary McOmber | Scott Spears |
| Heather Luster (4) | Seth Payton (3) |
| Homer Relaford | Sherron Dennis (3) |
| Jackie Cornett | Stacy DeLong (2) |
| Jean Garrett | Susan Dowling |
| Jeff Martin (5) | Tracy Lovisone |
| Jim Culbertson | |

Appreciation....

“When my daughter and I did rounds on Friday, two patients really praised the nursing staff. They said they were always there when they needed them. They also remarked on how friendly the staff was.”

Marge Murphy, M.A. License Professional Counselor

Mission Moment

There was a chill in the morning air as I stepped outside. The deer in the yard, with their breath leaving a steamy trail in the breeze, lifted their heads to watch me, but didn't run as I stood there. The cats clustered around the door, wanting to come in, but satisfied with an extra helping of food.

As I stood there, watching the eastern sky turn pink with the soon rising sun, I began counting my blessings. I may not have what others have, but at that very moment I felt like the richest man in the world.

This time of year we celebrate – often from Thanksgiving through to the New Year. I believe that God wants us to enjoy all of the blessings that He has given us. I am reminded of Deuteronomy 16:14 – 15: “Be joyful at your Feast – you, your sons and daughters. For the Lord you God will bless you in all your harvest and in all the work of your hands, and your joy will be complete.”

My prayer for you is that you will find the time to count your blessings, and that your joy may be overflowing as you experience this special season.

Jerry D. Nickell, VP Mission & H.R., CRO



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