



**St. Aloisius  
Medical  
Center**

*SMP Health System*

# HEALING FIRE AND LIGHT

*Marian Hase—Editor Staff News*

**MARCH 2020**

**We are all God's people taking care of God's people.**

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[stopbullying.gov](http://stopbullying.gov)

### **Therapy Open House March 3**

Salad Bar in Cafeteria March 3



## **St Aloisius Medical Center Clinic**

Appointments can be made by calling **324-5131**.

Providers: Dr. Rick Geier, Dr. T.I. Dean; Kim Thorson, FNP, Deb Buxa, FNP, Lisa Neumiller, FNP. Also serving our patients: Dr. Michael Page; Dr. Ronald Skipper and Dr. Kelly Krohn.



*SMP Health System*

## **St. Aloisius Medical Center**

### **Mission Statement:**

St. Aloisius Medical Center,  
inspired by Jesus,  
in union with the Sisters of Mary  
of the Presentation,  
ministers health to all we serve.

### **Values:**

**Hope** – Creating an atmosphere of  
trust and confidence.

**Healing** – Caring for body, mind  
and spirit.

**Hospitality** – Welcoming, in a  
Christ-like way.

## **February 2020 NEW EMPLOYEES**

### **Welcome to the St. Aloisius Family!**

Dakotah DeGroot—Radiology/Lab  
Virginia Held—Clinic Reception  
Sheri Martin—Occupational Therapy



## **MARCH JOY BOOSTER**

**Who:** Anyone who wants to bring **CHILI**

**What:** **CHILI COOK OFF** (CONTEST!)



**Where:** Administrative Conference Room

**When:** March 18 from 11am to 1 pm

Sign up sheets located  
by time clocks.



## **PARKING**

**Remember—Monday through Friday from 7 am to 5 pm the clinic and the hospital lots are not available for employee parking unless you have permission from your supervisor .**

**North parking lot is always available as well as the parking lot behind the hospital.**

*Styrofoam coolers for give away are located in the hospital basement across from the boxes. Want 'em?*



### **All Problems do Have a Purpose**

*"Trust me in your times of trouble, and I will rescue you, and will give me Glory." Psalm 50: 15*

God will use whatever he wants to display his glory. Heavens and stars. History and nations. People and problems. One may lose his voice, muscles and other things in regard to his faith, but one never needs to lose Faith in all of the ups and downs in life.

A season of suffering is a small assignment when compared to the reward that awaits us. Rather than begrudge your problem, explore it. Ponder it. And most of all, use it. Use it to the glory of God...all the problems, struggles, heartaches, hassles have a purpose, and in the end to give glory to God.

*Heavenly Father, when problems and pain come my way, help me to remember that nothing comes into my life without your approval. Rather than complain and cry about the challenges I face, help me consider them as opportunities to bring glory to you. Give me the strength and patience to bear my burdens in a way that will honor you. I will lift my eyes off the trials and keep them fixed firmly on you, Amen.*

Your Chaplain, Sister Mary Agnes  
Pastoral Care Department



**On March 3, please join the therapy department, 12 to 5, for an open house and grand re-opening celebration! Check out the new space in the basement under the clinic.**



**St. Aloisius  
Medical Center**

*SMP Health System*

**Therapy**

**RIBBON CUTTING AT 1 PM!**

**Refreshments will be served and free gifts will be available.**

**Come meet your growing therapy staff and learn how we will better be able to serve you!**

Physical, Occupational, Speech  
**THERAPY**  
*Improving Lives by  
Enhancing Skills*

## St. Aloisius March Anniversaries

Gary Kennedy—41 years

Marcia Fiesel—38 years

Marjorie Kleinsasser—21 years

Marcella Sommer—11 years

Audrey Johnson—8 years

Bonnie Swanson—5 years

Rachel Olson—4 years

Karl Brandt—2 years

Bailey Ranum—2 years

Timothy Keller—1 year

Shirley Mock—41 years

Toni Bromley—32 years

Melissa Vollmer—21 years

Courtney Heilman—9 years

Grace Johnson—8 years

Deanna Wandler—4 years

Madison Davis—3 years

Heather Osborn—2 years

Mallory Harness—1 year

Pamela Norstedt—1 year

255 years of dedicated service to St. Aloisius Medical Center!

## How to Identify a SERVICE ANIMAL and What to Do If One Is at Your Practice



Many people who have pets or emotional support animals claim they are service animals, but **only service animals** are protected under the Americans with Disabilities Act (ADA).

**IMPORTANT:** Don't assume that because you cannot see a person's disability that they do not have one.

### USE THESE 2 SIMPLE STEPS TO IDENTIFY A SERVICE ANIMAL:

**1** Is the animal a dog or a miniature horse?

NO

It is **NOT** a service animal!

YES

**2** You can **only ask** these two specific questions without violating the ADA:

- #1: Is the dog a service dog?
- #2: What work is the dog trained to perform?

**IMPORTANT:** There are instances where legitimate service animals can be asked to leave, such as:

- Dog is disruptive/dangerous
- Dog is not housebroken

**PRO TIP:** Have a **written policy** for service animals in place, and **train** all employees on the policy.

**SERVICE ANIMAL:** A dog that is individually trained to do work or perform tasks for people with disabilities.

**DISABLED PERSON:** Someone who has a mental or physical impairment that prevents participation in major life activities.

**EMOTIONAL SUPPORT ANIMAL:** An animal of any type that assists a person suffering a psychological disability that substantially interferes with major life activities.



### ADA NON-COMPLIANCE CAN COST YOU:

- \$75,000 for a first violation
- \$150,000 for a second violation
- Lawsuits, patients, employees
- Reputational damage

If someone comes in with a dog and claims it is a **service animal**, err on the side of treating it like a service animal, even if you think they are lying.

Get more helpful tips and targeted training for your practice at



## PRIVACY

We have had problems with staff being too close to the switchboard when patients are registering. It is a HIPAA violation if staff person hears any information patients give to the front desk staff.

Everyone wants to get their paycheck NOW, but you are required to wait until patients are taken care of. If you don't have time to wait, you can come back at a later time.

People who work here can be patients as well—please wait your turn.

Visitors will be reminded to leave or move back when patients arrive for registration.

Questions—call Marian at ext. 5420



## FORMATION MINUTE

*No one's talkin' brotherhood, / No one's givin' gifts,  
And no one loves a Christmas tree / On March the twenty-fifth.*

From the poem "Merry" by Shel Silverstein

I've often laughed at the above poem, not because of its silliness, but because, whether he knew it or not, Shel Silverstein picked the one date outside of the Advent and Christmas seasons which is most closely linked to Christmas in the Catholic liturgical calendar. On March 25<sup>th</sup>, we celebrate the Solemnity of the Annunciation of the Lord, where we remember Mary saying "yes" to the archangel Gabriel when he asked her to be the Mother of God.

Reflecting on this feast brings to light some important aspects of our understanding of human dignity. In the Annunciation, we celebrate not only Mary accepting the role of the Mother of God, but also Jesus becoming human. We often think of this with regards to Christmas, when Jesus was born. But really, if we believe that life begins at conception and that Jesus was not only truly God but also truly man, then the incarnation—God taking on a human nature—would have taken place at the beginning of Mary's pregnancy, 9 months before his birth. Therefore, if we celebrate his birth on December 25, then rewind nine months and we end up on March 25<sup>th</sup>, the Annunciation. This then is a reflection of the Church's pro-life stance that life begins at conception and, even though that life is very small and helpless, it still has the same dignity and value as any other human life. Our dignity as humans does not come from ability; it comes from God.

Second, when we read the story of the Annunciation in the Bible, it is interesting that even for something as important as the incarnation, God did not force Mary to accept the role of Mother of God. Instead, He invited her, ultimately respecting her freedom. To force Mary to be the Mother of God would, in one sense, be easier, but it would not respect the dignity and free will He bestows on each of us.

One way we show our patients and residents that we respect their dignity is by respecting their autonomy—by treating them with the dignity they deserve. Unlike the authoritarian physician-patient relationships of days past, today, we respect patients' and residents' abilities to make their own informed decisions about their care. (Note: certain things are considered never in the patient's best interest, such as euthanasia, etc., and therefore, it is not contrary to patient autonomy to deny such requests.)

This year, on March 25<sup>th</sup>, perhaps we might all take a moment to reflect on the story of the Annunciation and what it tells us about our inherent dignity...and perhaps have a glass of eggnog, too!

JT Kennelly  
VP of Mission and Formation  
SMP Health System

*God's peace...  
is far more wonderful than the human mind can understand. His peace will keep your thoughts and your hearts quiet and at rest.  
Philippians 4:7*

**R&R Committee****(Retention & Recognition) NEWS**

1. **MORE MEMBERS ARE NEEDED FOR THIS COMMITTEE!**
2. They meet the second Wednesday of each month at 2:00 pm to discuss ways to promote employee recognition and retention. **YOU ARE NEEDED!** Meet in the Administrative Conference Room on 1st floor.
3. 2nd Wednesday is a day to **WEAR JEANS** for \$1 with the money going to the R&R Committee to provide **STUFF**.
4. Are you one of the privileged ones to get a designated parking spot? March parking spots go to Christy Arends, Dana Fitzgerald and Audrey Johnson!

**Human Resource Info**

St. Aloisius Medical Center is offering a C.N.A Class beginning June 2020. If you are interested in being in the class, please apply online or stop by and see Ashley, Human Resources Director for an application or contact Sherri Engkvist Director of Nursing for requirements.

Please remember to pick up your St. Aloisius shirt in your anniversary month in Ashley's office.

Thanks,

Ashley Van Dolah, Human Resources Director  
St. Aloisius Medical Center  
701-324-5123  
[avandolah@staloisius.com](mailto:avandolah@staloisius.com)

**The Self Empowerment Pledge****Tuesday's Promise—Accountability**

I will not allow low self-esteem, self-limiting beliefs, or the negativity of others to prevent me from achieving my authentic goals and from becoming the person I am meant to be.



## St. Aloisius' 37<sup>th</sup> Health, Fitness & Safety Fair

### “Shaping Our Future”

**Wednesday, April 29, 2020**  
**10:00 am to 3:00 pm at Harvey High School**  
**200 North Street, Harvey, ND**

**New hours, new location!**

**Booth Application due back by April 8**

Applications also available on our website at [www.staloisius.com](http://www.staloisius.com)  
 (look under “Patients” tab, then “Resources”, then “Other Resources”)

# FACT SHEET

stopbullying.gov

## Teach Digital Citizenship Skills to Prevent Cyberbullying

Digital citizenship is appropriate, responsible behavior when using technology. This includes social media, websites, online forums, communities, comments, and in apps and other device features. Teaching children and teens digital citizenship skills can help to prevent cyberbullying and its negative effects. When children learn positive online behaviors, social media can be used in productive ways.

Teenagers are often the first to use new social media and digital technology. Research shows that 95% of American youth aged 12-17 use the internet.<sup>1</sup> Among U.S. teens that use social media, 88% witness mean or cruel behavior, 67% observe others joining in those negative behaviors, and 21% admit to joining in at least once in a while.<sup>2</sup> Parents are the first source of advice teens go to about responsible internet use. And parents can monitor what their children do online in a variety of ways. Teachers are the second source of information for teens.<sup>3</sup> Both parents and teachers play an important role in teaching digital citizenship skills, including digital safety and digital etiquette<sup>4</sup> to children and teens.



### Digital Safety

Digital safety involves identifying and taking measures to protect against potential risks when using devices, apps, and the internet. Sharing personal information online can put children and teens at risk for the misuse of personal data, cyberbullying, and exposure to harmful content that may contain violence, suicide, and racist and adult material. Teens may not want or intend to access or post inappropriate content online. However, 44% admitted to giving a false age to access a website or sign up for an online account.<sup>5</sup> Parental knowledge and involvement in mediating teenagers' online activities influence whether teens behave appropriately and responsibly when using digital technologies.<sup>6</sup>

To reduce risks, parents can help their children set the privacy controls on their devices and accounts to ensure their children's content is not shared with the public. Parents should proactively discuss the types of content and information that is safe or acceptable to share, post, and view online. It is important to foster open dialogue in which youth feel comfortable sharing their cyber experiences with caregivers and other supportive adults. Other tactics parents can use to ensure their children's online safety include:

- Following their child's social media accounts.<sup>7</sup>
- Checking the websites that their child visited.<sup>8</sup>
- Knowing the passwords to their child's email, social media accounts, and cell phones.<sup>9</sup>
- Searching online for information available about their child.<sup>10</sup>

### Digital Etiquette

Digital etiquette refers to an individual's conduct online and in their use of technology. The virtual nature of social media and the privacy of using individual devices can embolden some to say or do things in cyberspace that they would not do in person. Appropriate behavior for digital interactions should follow the same social guidelines as face-to-face interactions.<sup>11</sup> Digital etiquette also extends to conduct beyond the screen—how and when individuals use their devices around others in different social settings.<sup>12</sup> Teaching good digital etiquette skills involves:

## Ethical and Religious Directives for Catholic Health Care Services

*The purpose of these Ethical and Religious Directives is twofold: first, to affirm the ethical standards of behavior in health care that flow from the Church's teaching about the dignity of the human person; second, to provide authoritative guidance on certain moral issues that face Catholic health care today.*

There are six parts to these directives:

*Part One*—the social responsibility of Catholic Healthcare Services.

*Part Two*—the pastoral and spiritual responsibility of Catholic health care.

*Part Three*—the professional-patient relationship.

*Part Four*—issues in care for the beginning of life.

*Part Five*—issues in care for the seriously ill and dying.

*Part Six*—collaborative arrangements with other health care organizations and providers.

Our goal is education on these Ethical and Religious Directives for everyone. More to come!

St. Aloisius Medical Center

Direct Dial Numbers

St. Aloisius Clinic—324-5131

Medical Floor - 324-5112

Unit A—324-5121

Unit B—324-5118

Daycare—324-5109

Sherri Engkvist—324-5120

Candie Thompson—324-5113

Lab—324-5116

Radiology—324-5107

Physical Therapy—324-5119

Enter these numbers in your phone!

Cut this out and put on your fridge!

New Calling Tree—when you call the hospital you can choose the clinic or the hospital—this helps telephone traffic through the switchboard.



CHI St. Alexius Health

Imagine better health.<sup>SM</sup>

Employee Assistance Program

Call: (701) 530-7195

or (800) 327-7195

CHISTAlexiusHealth.org



**Coming Soon to our Cafeteria!**  
**A Salad Bar with healthy choices!**  
**Watch for it on March 3, 2020!!**

Tuesdays & Wednesdays at lunch only. Lettuce, fresh veggies, shredded cheese, & croutons.