

Payroll deduction for lunch, coffee to be offered

Colleagues achieve financial peace

Getting to know your neighborhood hospital

UNITED WAY DAY OF CARING



Above, Claude Vinson, executive director of Baptist Medical Financial Services, paints around a mirror at Porter-Leath as part of the United Way Day of Caring. Day of Caring is the Mid-South's largest single volunteer service event day, and kicks off the regional United Way fundraising campaign, and partners over 1,000 volunteers with nonprofits needing help and services in our area. Baptist volunteers painted, filed, put together packets and cleaned out a shop at the Porter-Leath campus. Porter-Leath is a Memphis organization that helps meet the health and social needs of low-income children and families. At right, Debby Spray, center, unit manager at Baptist Restorative Care Hospital, puts together boxes given to new mothers through Porter-Leath as Tommy Pollard, Ralph Carmouche, and Keli Jones all pitch in to help.

A day of helping out



NEA BAPTIST MEMORIAL HOSPITAL

Reception honors ICU and respiratory therapy staff

NEA Baptist Memorial Hospital recently honored its intensive care unit and respiratory therapy department for going nearly two years without an incidence of ventilator-associated pneumonia.

Nurse manager Lana Gander has been at NEA Baptist Memorial Hospital for nine years, and she said teamwork, best practices and excellent communication are all factors in the unit's success.

VAP is a hospital-acquired condition associated with patients who are on ventilators. It's especially serious because of patients' compromised immune systems. Hospitals nationwide have made VAP

HIPAA GUIDELINES

New rules, penalties for violating HIPAA guidelines

Changes to the Health Insurance Portability and Accountability Act of 1996 will take another step toward hospital transparency and accountability.

All Baptist colleagues will be required to complete a new HIPAA module through NetLearning by the end of September 2009, to get up-to-date on recent HIPAA changes.

Some of the more significant changes include:

- Health care organizations are now required to notify every individual whose information is breached. A breach happens when patient information is impermissibly disclosed or accessed and the impermissible use or disclosure could result in financial, reputational or other harm to the individual. In addition, the recent changes address circumstances that require local media and government agencies to be notified of the breach.

- Business associates of the hospital organizations must now adopt policies and procedures regarding the privacy and security of patient information in their possession that are similar to those that hospitals have had in place. In addition, business associates are now subject to civil and criminal penalties for HIPAA violations.

- The new regulations clarify that criminal penalties apply to workforce members and not just the organization, and as a result, employees who

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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.

Sept. 29Baptist Union City	Oct. 19Baptist Memphis
Sept. 30Baptist Huntingdon	Oct. 21Baptist Rehab-Germantown
Oct. 1Baptist Tipton	Oct. 23Baptist DeSoto
.....NEA Baptist/Surgical hospital	Oct. 27Baptist Women's Hospital
Oct. 5Baptist Memphis	Oct. 28Corporate Building
Oct. 6Medical Financial Services	Oct. 29Baptist Collierville
Oct. 7Baptist North Mississippi	Oct. 30Baptist Memphis
Oct. 13Baptist Golden Triangle	

The **Pink Tie** event will honor those who stand strong in the fight against breast cancer from 2-4 p.m. Oct. 3 at **The Avenue Carriage Crossing in Collierville**. Sponsored in part by **Baptist**, the afternoon event features free food, music, special giveaways and a fashion show featuring the latest fall styles, modeled by Mid-South area breast cancer survivors.

The **20th annual "Memphis Walks for the Homeless"** begins at 10 a.m. Oct. 3 at Mississippi Boulevard Christian Church in Memphis. The funds raised by the event benefit the Greater Memphis Interagency Coalition for the Homeless, an organization that provides funding and resources to agencies that serve the local homeless population, including Baptist's Operation Outreach health care van for the homeless, our signature community outreach program. Baptist colleagues and students of Baptist College of Health Sciences are encouraged to participate and designate their contributions to the health care van. Registration opens for the walk at 8:30 a.m.

Baptist colleagues are invited to participate in the **Walk to Defeat ALS Oct. 17** at Audubon Park with the **Baptist team, walking in honor of former Baptist Memorial Hospital-Memphis chief financial officer Jeff Nowell**, who was recently diagnosed with ALS. Registration begins at 10 a.m., and the walk begins at 11 a.m.

Baptist colleagues are invited to be a part of the **Baptist Race for the Cure Team** to walk in the **Susan G. Komen Race for the Cure Oct. 31** at the **Shops of Saddle Creek** in Germantown. An early registration discount is available through Sept. 30. Colleagues can register online by clicking on the Race for the Cure banner on the Baptist intranet home page.

Join the Memphis **Brooks Museum** and receive an entire year of exciting benefits, including free admission, **discounts in the Brushmark Restaurant and Museum Store**, invitations to exclusive opening receptions and much more. Memberships start at just \$50, and Baptist colleagues will receive \$5 off their membership! Joining is easy — just call Kiley Robinette at 901.544.6230 or visit at www.brooksmuseum.org/join.

For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.

EPHESIANS 2:10

Lunch, coffee - DeductIT!

In the coming months, Baptist colleagues will be able to take advantage of a new optional benefit.

This new program, called DeductIT, will allow staff to swipe their badges at a participating hospital cafeteria register to have the purchase amount of their meals deducted from their paychecks. In addition, the Starbucks at Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-DeSoto will also be participating.

This application is currently in use at NEA Baptist Memorial Hospital and Baptist Memorial Hospital-Union County.

It will soon be implemented at the corporate building, Baptist Memphis, Baptist Women's

Hospital, Baptist DeSoto and Baptist Booneville.

Once implemented, employees can go to any hospital and use this benefit as long as that facility is participating in the program.

There is a \$25 transaction limit and a total accumulation limit of \$100 per pay period.

To take advantage of this benefit, employees must complete a form that authorizes their enrollment into the program.

If employees decide to opt out of this benefit, they must sign a document that states they do not want to participate.

To inquire about your facility's DeductIT enrollment period, how to obtain the enrollment forms or to find out when your facility will start actively participating in this benefit, please contact your local human resources department.

Hall S. Tacket, MD, recently passed away in Maryland, where he relocated after retirement. Tacket joined the **Baptist Memorial Hospital-Medical Center medical staff** in 1950 and was a longtime supporter of education. After retiring from active practice, Tacket continued his role as teacher to interns and residents assigned to provide care to indigent patients in the hospital's Monroe Clinic.



Hall Tacket, MD

Tacket served as chief of staff of the Medical Center in 1958 and 1968 and was chief of the general internal medicine section of Baptist from 1979 to 1991.

The Baptist Medical Center Health Sciences Library was named in his honor for his support of the library and medical education.

"Dr. Tacket was the best bedside teacher I have ever witnessed," said Jim Lewis, MD, program director, internal medicine residency at the University of Tennessee Health Science Center in Memphis, Tenn. "He taught residents new methods of physical diagnosis and continued to inspire them by setting an example of what a physician should be like."

**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

BAPTIST BOONEVILLE



Getting to know your neighborhood hospital

Baptist Memorial Hospital-Booneville has a full-service physical therapy department, and they are getting the word out.

"Many Booneville patients who get a knee or hip replacement in Corinth or Tupelo don't have to go there for therapy," said Stacey Franks, rehabilitation director at Baptist Booneville. "They can come right here and get hands-on, one-on-one attention from our staff."

Baptist Booneville recently hired Franks, who has nearly 10 years' experience in therapy and rehab in various settings.

"Our staff of two therapists and two physical therapy assistants is here to meet the needs of the community," Franks said. "Our focus will be on developing outpatient and orthopedic therapy, but

Stacey Franks, director of rehabilitation services at Baptist Memorial Hospital-Booneville, was recently brought aboard to offer enhanced rehab services to the Prentiss County community. Franks has nearly 10 years' experience in therapy and rehab in various settings.

we also have the capabilities to develop short-term rehab for patients who have had hip and knee replacements.

The department's seen consistent, steady growth in the number of patients seeking therapy for joint replacement, sports injuries, balance impairment, general weakness and neurological issues such as stroke. They also provide therapy for wound care. They are slowly getting the word out about the department. In fact, Baptist Booneville is making therapy a focus of its advertising and marketing during the next four to six months.

"We have assembled a good team, and we're going to build on that to provide enhanced rehab services to the community."

For information, call 662-720-5074.



Mary Coleman, RN, cardiac lab, picks up desserts during NEA Baptist Memorial Hospital's celebration of being ventilator-associated pneumonia-free.

VAP free

(Continued from page 1)

prevention a priority and have implemented protocols, including oral hygiene, enhanced equipment and regular elevation of the head of the bed to prevent VAP.

"VAP prevention is successful at NEA Baptist Memorial Hospital because we communicate and keep things simple," said George Anne Thibodeau, infection preventionist at NEA Baptist. "Such physicians as pulmonologist William Hubbard, MD, and Meredith Walker, MD, have been instrumental in our ability to maintain this standard."

Doug Cates has been a respiratory therapist for more than 22 years and believes keeping lines of communication open with everyone in the ICU makes a difference. In fact, VAP prevention is a part of every infection control meeting. Since November 2007, the unit has treated about 520 patients without an occurrence of VAP.

"We have a shared responsibility to work together for the good of the patient," Cates said. "We've all been working together for many years, and that makes it easier for us to communicate. But the bottom line is we are all here serving a common goal, and we're prepared to do what it takes to care for our patients."

HIPAA

(Continued from page 1)

use or disclose patient information inappropriately can go to jail or face fines. In addition, the regulations provide for increased monetary penalties for HIPAA violations, with fines up to \$1.5 million.

Recently, a Little Rock, Ark., physician and two clerical workers pleaded guilty to a misdemeanor HIPAA violation for accessing a

patient's record without purpose. The three face fines and possible jail time for pursuing a patient's record because they were "curious," a release from the U.S. Department of Justice states.

"These new rules represent major changes and clarifications to the HIPAA regulation and will require not only education of all employees but revisions to existing contracts, notices, and policies and procedures," said Bill Griffin, BMHCC corporate privacy and security officer. "It is important

that everyone has an understanding of the new rules and the implications they have on patients, employees and our organization."

Baptist has developed new HIPAA training modules to educate Baptist colleagues about the changes in HIPAA. The new HIPAA modules were posted on NetLearning beginning in September and should be completed by all employees by Sept. 30, 2009.

BAPTIST NORTH MISSISSIPPI

Baptist Memorial Hospital-DeSoto is offering a **free class on car seat safety** every month beginning Friday, Oct. 2, from 10 a.m. until 12:30 p.m. The class meets on the first Friday of every month in the Women's Pavilion classroom inside Baptist DeSoto. Participants are asked to bring their child's vehicle restraint along with its instructions to the class.

"Our car seat safety class educates participants on how to use the proper restraints for children along with how to correctly install them inside the vehicle," said Angie Crow, head nurse in Baptist DeSoto's Women's Pavilion. "We are excited to offer this free class to the community because their safety and health remains our priority."

To register for the car seat safety class, please call 662-772-3296.



Artist Janice Albertine is this year's Jane Pridgen Art of Caring Award recipient.

At this year's **Art of Caring** silent art auction benefiting **Baptist Trinity Hospice's bereavement programs**, artist Janice Albertine received the **Jane Pridgen Art of Caring Award**, presented each year to an outstanding Art of Caring contributing artist, in memory of Jane Pridgen, a tireless advocate for Baptist Trinity Hospice and a founding member of the Art of Caring committee. The auction raised more than \$70,000 for Baptist Trinity Hospice's bereavement programs.



More than 20 colleagues at Baptist North Mississippi participated in the workplace edition of Dave Ramsey's Financial Peace University. Each of the 13 Lessons deals with a different topic of personal finance, including saving money, living on a budget, communicating about money, eliminating debt, finding bargains, and experiencing the joy of giving.

Achieving financial peace

Twenty-two Baptist Memorial Hospital-North Mississippi employees and family members recently completed "Dave Ramsey's Financial Peace Workplace Edition," a 12-week personal financial management course.

During the graduation festivities, participants enjoyed a catered dinner and commencement address by Donald Hutson, Baptist North Mississippi administrator and CEO.

During this educational course, participants learned how to save money and reduce personal debt. This popular course, started by financial counselor and national

radio talk show host Dave Ramsey, has helped more than 500,000 families.

Baptist North Mississippi colleagues participating in the first class had a combined total of more than \$234,000 in debt. By the end of the course, the class had saved a combined total of just over \$63,000 and paid \$53,850 in debt.

Change is an inevitable part of life

RNs say BaptistCD conversion went well

By Larry Brown, RN and Kelly Jenkins, RN ICU

We've been hearing about it for years, and it's finally here!

August 2009 has introduced the transformation from paper chart to electronic records at Baptist Memorial Hospital-North Mississippi. When go-live occurred, we had super-users, nursing informatics personnel, administrative representatives and other resource designees available to assist in the transition.

BaptistCD will be a complete change of what we do as nurses with our documentation and ordering. Horizon Order Management

approached with introductory classes being taught in our BaptistCD classrooms. HOM primarily covers the order entry portion of BaptistCD. It has replaced order entry through the STAR/HBO system. It will be followed by other programs to manage documentation, medication management and ultimately all aspects of patient care.

Change, while difficult, is an inevitable part of life. Introducing this transition in phases has allowed us to tackle changes one bite at a time and avoid overwhelming situations. There have been questions and comments as we begin our journey through BaptistCD. Most problems, as expected, were just a lack of being familiar with a new system. Once we began entering orders, completing orders and using the different parts of HOM, it was not difficult at all.

A few problems during the go-live required additional investigation. Nursing leadership led the way to correct an issue with the medication

administration record concerning generic and brand names. With patient safety as our goal, the issue was soon resolved.

We continue to learn HOM screen layouts and how to move smoothly from one to another. We are taking the preparatory steps of completing orders in real time using the computers on wheels to smooth the way for Horizon Expert Documentation coming May 2010. As we progress, we will add more computer documentation, one step at a time, and the pen and paper will fade away.

Moving forward into the future of electronic documentation will continue to require changes in nursing. The go-live came and went, and we weathered the change quite well. We were fortunate to meet many nurses from around the system.

We continue to look forward to a smooth transition into the future of electronic charting.

MORE NEWS AND EVENTS

Baptist Memorial Hospital-DeSoto now provides medical nutrition counseling by registered dietitians every Tuesday, Wednesday and Thursday from 9 a.m. until 1:30 p.m. by appointment.

"We are so pleased to expand our outpatient services and offer this level of personalized care," said Kimberly Kilpatrick, clinical nutrition manager at Baptist DeSoto. "Our dietitians provide medical nutrition therapy on a variety of diagnoses; everything from diabetes, cardiovascular disease and renal disease to support for women's health, weight management and general wellness, just to name a few."

For more information on outpatient nutrition counseling at Baptist DeSoto, including cost and scheduling, please call 662-772-2100.

Baptist Memorial hospitals recently hired or promoted several colleagues to manager or director positions.

Baptist Memorial Hospital-Memphis recently named **Mary Jane Robison** supervisor of the pathology laboratory. Before joining Baptist, she was the supervisor of the microbiology laboratory at the Regional Medical Center at Memphis.

Baptist Memphis also named **Beverly Cusano** director of radiation oncology. She previously served as administrative director of radiation oncology for St. Vincent's Health Care in Jacksonville, Fla.

Karen Ingram is now the director of human resources for Baptist Memorial Hospital for Women. She previously held the same position at Baptist Memorial Hospital-Collierville and spent 14 years as a human resources director in a Chattanooga non-profit organization.

Baptist Home Care & Hospice-North Mississippi appointed **Janet**



Colleagues getting vaccinated for seasonal flu

Roy-Anders Larsen, right, engineer in information systems, gets his seasonal flu shot by Carolyn Evans, RN, of employee health. Corporate building colleagues recently were offered seasonal flu vaccines. Systemwide, Baptist is encouraging all colleagues to get a seasonal flu vaccination.

Crawford clinical manager of the hospice's new office in Southaven. She has worked for Baptist Home Care for 14 years and has served as a case manager, health aid supervisor and nursing supervisor.

Rosalee Thompson is now the director of quality at **Baptist Women's Hospital**. She has been with Baptist for 32 years and previously served as the manager of staff development, intensive care unit nurse and critical care unit nurse at Baptist Women's Hospital.

Baptist Trinity Home Care & Hospice named **Lolita Pickard** administrative director. Prior to joining Baptist Trinity, Pickard served as a legal nurse consultant for a local law office and administrator for Home Health Care of West Tennessee.

Georganne Cairhan is the new manager of staff development at **Baptist Women's Hospital**. She previously served as the hospital's staff development specialist and held the same position at Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-Medical Center.

tion, foods and exercise. She went on to earn her doctorate in physical therapy from Duke University. Prior to joining Baptist Rehab-Germantown, she was the director of physical therapy for Memphis Physical Therapy in Millington.

Baptist Memorial Hospital-Golden Triangle recently donated \$1,500 to benefit the Parkinson's Aquatic Exercise program at the Frank P. Phillips YMCA in downtown Columbus, Miss.

"With this donation, we hope the YMCA will be able to continue to provide therapeutic assistance to help improve flexibility, balance and strength of individuals who suffer from Parkinson's disease," said Paul Cade, administrator of Baptist Golden Triangle.

Between 15 and 20 people currently participate in the Parkinson's Aquatic Exercise class, which meets Tuesdays and Thursdays from 8:30 a.m. until 9:30 a.m. A support group meets for lunch on the last Tuesday of the month.

"This class provides people suffering from Parkinson's disease with support and fellowship with people who know what they are going through," said Stephanie Gibson, director of ministries for the YMCA. "Participants have told me they feel the exercises help keep them limber and prevent falls, as well as make them feel more energetic."

The Frank P. Phillips YMCA has been serving the people of Lowndes County for more than 75 years. Programs are offered throughout the year for youth and adults and include traditional sports activities, as well as art and drama classes. Aquatics are a major focus of the YMCA, and the heated pool at the main facility is open most of each day for water aerobics, lap swim and senior exercise.

This school year, **Baptist College of Health Sciences** set an enrollment record; its student body increased by 10 percent from last year.

A total of 1,021 students are taking classes at Baptist College this fall, including 15 Pinnacle Program students and 270 new students. The Pinnacle Program is an accelerated bachelor's degree program in Health Care Management.

"We are excited to welcome a record number of students this fall," said Betty Sue McCarvey, president of Baptist College of Health Sciences. "Baptist College is committed to providing a quality education that prepares health care professionals for our community."

Baptist Rehabilitation-Germantown recently welcomed **Beverly Elliott** to its staff of physical therapists at the hospital's Midtown clinic.

Elliott attended Virginia Polytechnic Institute and State University, where she received her bachelor's degree in human nutri-

CLASSIFIED ADS

YARD SALE

- Multi-family yard sale from 7 a.m. to 1 p.m. Sept. 26 at the corner of Shady Elm and Center Road in Cordova, 916 Center Road.

MISCELLANEOUS

- Toning and reshaping girdles for men and women. Call Lesa at 901-409-1587.
- "Olhausen" pool table, all accessories included, excellent condition, \$1,500 OBO. Call 901-412-9615.
- Etienne Aigner leather jackets, waist length, cordovan color, sizes 10 and 14. Call 901-412-2897.
- Custom Christmas floral arrangements, \$35 and \$40. Call Lesa at 901-409-1587.
- Four Weight Watchers books plus Weight Watchers tracker calculator, Complete Food Companion 2001, Complete Food Comparison 2006, Dining Out 2001 and 2006, \$15 for all. Call 901-389-0529.
- Strapless wedding gown, ivory, size 12, extensive beadwork on bodice with long train, \$600. Call Natassia at 901-921-0798.
- Antique fireplace mantel, 6'3" tall and 4'6" wide, \$650 OBO; Tarkay paintings, all matted and framed, \$225 OBO, can e-mail photos. Call 901-486-3172 or e-mail Thompson8225@yahoo.com.
- Large men's clothing, pants and shorts, size 46-54; shorts 3 XL to 3 XLT, sport coats 52-54, all excellent condition, some new, \$5-20. Call 901-497-3003.
- Sportsrider scooter for sale for disabled person, \$1,200. Call 662-890-4506.
- Xbox 360 game system comes with 10+ games and Guitar Hero, \$300. Call 901-233-6281 after 5:30 p.m.
- Two personal watercraft for sale with trailer, excellent condition. Call 901-337-3031.
- Evening in Memphis package featuring a one night stay at the River Inn Harbor Town with complimentary beverages and continental breakfast at Currents with a \$50 gift certificate to the Rendezvous. Can be used any time, \$275. Call Chad at 901-574-2153.
- PSE Impala recurve bow, 55-lb draw, three-finger glove, beaver hair string silencers, bow stringer, string keeper, canvas cover, limb saver molded hand grip, practically new, \$200. Call 901-277-4037.
- Three-piece bistro set, \$165; baby walker, \$20; baby swing, \$25; wireless router, \$35; Liz Claiborne purse, \$30; Dolce Vita purse, \$15; VCR, \$50; Oster stand mixer, \$100; glass chess set, \$10. Call 901-292-0070 and leave a message.
- 1985 Honda 125 M 3-wheeler, runs fair, new tires, \$300. Call 901-337-8853.

VEHICLES

- 2000 Cadillac Escalade, silver, leather, 235,000 pampered miles, \$6,000. Call 901-485-2026.
- 2006 Scion XB, low mileage, clean and in good

condition, AC, CD player, factory tint, 5 spd, cloth interior, Mp3 adapter, \$11,300. Call Kim at 901-482-4108.

- 1992 Oldsmobile 98, all electric, 127,000 miles, \$2,950. Call 901-412-9615.
- 1961 Ford Thunderbird, mostly original, stored in garage last 12 years, 40,000 miles on original engine, engine and body match, strong-running original 390 V8, breakaway steering wheel, power steering and brakes, manual front and rear windows, floor mats, most of interior and exterior original equipment, straight body and original paint, new gas tank, sending unit, fuel pump, rebuilt generator, alternator, starter solenoid, master cylinder, rebuilt brake power booster, 2,000 miles on tires. Call Kim at 901-482-4108.
- 1997 Harley Davidson Fatboy, 34,000 miles, S&S carburetor, Vance & Hines pipes, Wild One Chubby Ape Hangers, pictures available, \$8,500. Call 901-833-5632 or e-mail tommy.myers@hotmail.com.
- 2000 Dodge Durango SLT 4X4, white with tan leather interior, third row seat, loaded, rebuilt transmission, tires and body in good condition, needs motor work. Call 901-337-8853.
- 1990 Cadillac Sedan deVille, runs well, great condition. Call 901-337-3031.
- 1979 Chevrolet Suburban, runs well, 93,000 miles, \$3,000. Call 901-386-2906.
- 2004 Jeep Wrangler Rubicon, 4WD, white with gray interior, 5 spd, V6, 20,000 miles, hard and soft top, garage kept, air, very nice, excellent condition, \$15,000. Call 662-288-1325 after 4 p.m.
- 1997 Honda Accord coupe, clean interior, 4 cyl, power, cruise, runs well, \$2,750. Call 901-337-8853.

REAL ESTATE/VACATION PROPERTY

- 10-plus acres for sale in Shelby Forest area. Call 901-876-6036.
- Home in Somerville for rent, 3 bedroom, hardwood floors, appliances, \$750 per month, credit check, deposit. Call 901-412-2897.
- Townhouse for rent at 4782 Townhouse Way, 3 BR/2 BA, recently renovated, spacious floor plan, gated community, \$775 per month, Baptist colleague discount. Call 901-592-1592.
- Clean, secure rooms for rent, \$85 per week, utilities included. Call 901-246-8715.
- Raleigh area home for rent, 4 BR/1.5 BA, living room, kitchen, washer/dryer connections, carpet, electric stove, central heat and air, corner lot, fenced back yard, section 8 voucher accepted, \$685-725 per month, \$400 deposit. Call 901-487-7605.
- Lots for sale, choose from six ready to build lots ranging from one-and-a-half to two acres in Batesville, Miss. area. Call 662-934-8726.

WANTED

- Vehicle wanted to get around in, if you're not asking too much for it, please call 901-562-6332.

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.

SERVICES

- Interior painting, trim installation, most home repairs, decorative textures and finishes, free estimates. Call Charles at 901-246-7129.
- Home renovations, room additions, decks, fencing, electrical, plumbing, carpet and tile installation and more. Call Dan at 901-281-4879.

PETS

- Mature cat free to good home, call 901-649-4966.

HOUSEHOLD

- Tappan refrigerator, white, new, four-year extended warranty, 14.8 cubic feet, \$300; 30-inch free-standing Tappan gas range, white, new with four-year warranty; Frigidaire 12,000 BTU energy star window air conditioning unit, \$250; Magic Chef compact refrigerator, 3.6 cubic feet, \$75; twin bed with mattress and headboard, great condition, \$150; full/queen futon, good condition, thick mattress. Call 901-246-8715.
- 27-inch Insignia flat screen tube TV, \$50; TV stand, black, side shelves, \$25. Call 901-365-0456.

Baptist Leader, Vol. 73, No. 20, September 24, 2009

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Baptist Leader is published by Corporate Communications, Baptist Memorial Health Care Corp., 350 N. Humphreys Blvd., Memphis, Tenn. 38120. It is distributed bi-weekly to all BMHCC entities in the Mid-South. **Deadline for article submissions and classified ads is 2 p.m. Monday prior to publication. Send article ideas and submissions as well as classified ads to leader@bmhcc.org or fax to (901) 227-3516.** Baptist Leader is printed on recycled paper.