

Farber joins Baptist Trinity as advance care planner

McGlasson receives ANCC certification

Warrington named president-elect for Oxford Chamber of Commerce

Volunteers build hope for Habitat family



Carolyn Hicks Fry, director of information systems for Baptist Memorial Health Care and Baptist's volunteer coordinator for the Habitat for Humanity build, puts some finishing touches on the outside of the Baptist-sponsored Habitat house.

Last summer, Carolyn Hicks Fry, director of information systems for Baptist Memorial Health Care, participated first-hand in the building of a five-bedroom home through Baptist's first Habitat for Humanity sponsorship.

When she learned that Baptist intended to build a second house, she jumped at the opportunity not only to help in the building, but to lead the staff of volunteers as volunteer coordinator.

"In addition to the planning of the schedule with the Habitat committee, I assumed the role of managing the volunteer registration each day and making sure we had our paperwork in order," she said.

Fry also helped on a variety of physical tasks during the building of the house, including insulation, siding, windows, roof work and caulking.

She worked nine different shifts during the build schedule,

"They love God, and they are very thankful for all the work that has been put into this house to make it a home."

Carolyn Hicks Fry

which began on Friday, May 7 and ends on Wednesday, June 23 with the home dedication ceremony.

"I had the opportunity to meet Roderick and Tasha Allen before we started the build, and they are a sweet, loving and gracious family," she said. "They love God, and they are very thankful for all the work that has been put into this house to make it a home."

The Allens have six children and attend El-Shaddai Christian Church, where Roderick serves as the youth pastor, the children sing in the choir and Tasha is training to become a minister.

The family enjoys spending time together, whether they are watching television or playing games.

Continued on page 4

Baptist announces new medical group management team

Baptist Memorial Health Care recently added new positions to the team leading Baptist Memorial Medical Group, a not-for-profit medical group foundation with physicians in West Tennessee, Eastern Arkansas and North Mississippi.

Jim Boswell, who serves as CEO of NEA Baptist Clinic, will serve as vice president of physician services and chief executive officer for BMMG.

Headquartered in Jonesboro, Ark., NEA Baptist Clinic is a physician group practice with 106 providers and 20 clinic locations. NEA Clinic recently aligned with Baptist under the leadership of Boswell and the physician board.

Boswell holds a Masters of Business Administration degree from the University of Chicago and

has served as CEO, chief financial officer and chief operating officer of several physician-owned group practices around the country.



Jim Boswell

Jeff Rogers and Bill Legier, who are new to the Baptist system, will serve as regional operations directors for BMMG.

Rogers and Legier will be in charge of overseeing multiple BMMG locations in designated regional areas and directing strategic growth for their respective regions.

Rogers most recently served as director of physician operations at Community Health Systems in Franklin, Tenn., where he was responsible for providing operational and corporate support to employed physicians in 15 hospitals in a five-state area.

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2010 Baptist Nursing Leadership Institute members gather for first meeting

Lauri Sansing, a registered nurse from Baptist Memorial Hospital-Golden Triangle, listens to Rhonda Williams, a registered nurse from Baptist Memorial Hospital-North Mississippi, as they introduce themselves at the newest class of the Baptist Nursing Leadership Institute at a meeting held on Thursday, June 10.

GuideStone 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. Additional information is also available at www.GuideStone.org/BMH.

June 22.....Baptist Booneville	June 28.....Baptist Memphis
June 23.....Baptist Women's Hospital	June 29.....Baptist Union City
June 24.....Baptist DeSoto	June 30.....Baptist Huntingdon
June 25.....Baptist Memphis	June 30.....Baptist Golden Triangle

Baptist Memorial Hospital-DeSoto is partnering with the Southaven EMS to teach CPR classes to the community on **Friday, June 25, at 11 a.m. at Snowden Grove in Southaven, Miss.**

The Family & Friends CPR program contains information on how to perform the basic skills of CPR in adults, children and infants and also how to help an adult, child or infant who is choking. The classroom-based, video and instructor-led CPR course offers families, friends and community members the opportunity to learn basic CPR in a dynamic group environment.

The program is open to community members who want to learn CPR but do not need a course completion card. This program is specifically designed for those who prefer to learn in a group environment with feedback from an instructor.

Health Care Observances

Monthlong Observances

June:

- Fireworks Safety Month
- Home Safety Month
- National Aphasia Awareness Month
- National Congenital Cytomegalovirus Awareness Month
- National Scleroderma Awareness Month
- National Scoliosis Awareness Month
- Vision Research Month

July:

- Cord Blood Awareness Month
- International Group B Strep Awareness Month
- Juvenile Arthritis Awareness Month
- UV Safety Month

Weeklong Observances

- June 14-22:** National Men's Health Week
- June 20-26:** Lightning Safety Week
- June 27-July 5:** Eye Safety Awareness Week

Recognition Days

- June 27:** National HIV Testing Day

And be ye kind one to another, tender-hearted, forgiving one another, even as God for Christ's sake hath forgiven you.

EPHESIANS 4:32

Farber joins Baptist Trinity as advance care planner

Eleanor Farber, a licensed clinical social worker and psychotherapist, recently joined Baptist Trinity Home Care & Hospice as an advance care planner.

Advance care planning allows patients to create a life plan that informs physicians and family members about their medical wishes. All Baptist patients are offered this service, which allows patients the benefit of taking the burden of worrisome decisions off loved ones.



Eleanor Farber

She will also be able to meet with community groups to discuss advance care directives.

"We are very excited to have Eleanor working with our patients," said Dana Dye, chief nursing officer for Baptist

Memphis. "The advance care planner position is very unique and the first of its kind in our community."

Farber earned her master's degree in social work from the University of Tennessee in 2001.

The advance care planner assists patients in understanding the life plan choices and options that need to be made with medical teams; explains advance care planning based on Tennessee law; supports patients in their life plan decisions; and assists patients in completing an individualized life plan.

Farber's position was made possible through a grant from the Baptist Memorial Health Care Foundation.

In her role as advance care planner, Farber will provide services to patients at Baptist Memorial Hospital-Memphis, as well as Baptist Trinity's home-health patients.

Prior to joining Baptist Trinity, she worked as a medical social worker and psychotherapist for Arkansas Hospice, Inc. and a psychotherapist in private practice and community mental health services in Memphis, Tenn.

"We are thrilled that Eleanor has joined Baptist Trinity as an advance care planner," said Nancy Averwater, administrator and CEO of Baptist Trinity. "She has a vast array of experience in all aspects of hospice care, and she will provide knowledge and comfort to patients who need assistance in developing a proper advance care plan during a difficult time."

**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

BMMG

Continued from page 1

Legier most recently served as administrator at Dickson Medical Associates, P.C., in Dickson, Tenn., where he was responsible for overall fiscal and operational oversight of the practice, which included 11 locations and more than 35 physicians.

"With the team's collective experience in managing large physician practices, they will drive strategic growth initiatives and build strong physician relationships," said David Hogan, executive vice president and chief operating officer for Baptist Memorial Health Care. "I feel very confident that we have a strong team leading BMMG."

The formation of BMMG represents a growing national trend of health care systems strategically aligning with physicians.

"Given all the changes that health care delivery is facing, the future success of large health care systems may depend upon how well they align themselves with their physician partners. The

medical group foundation structure adopted by BMMG allows Baptist the flexibility to align strategically with its physician partners in any number of ways. The structure affords the physician the opportunity to focus on patient care while BMMG provides financial and operational support to maintain and grow the practice," said Boswell.

"One of the significant differences in our model is it will allow the physician complete autonomy over the clinical areas of the practice, while at the same time form a partnership with the physician to deal with the business and financial aspects of the ever-changing health care industry," said Hogan.

Since April 2009, BMMG has opened primary care physician practices in Arlington, Lakeland, Collierville and the Forest Hill area, with plans to expand to other areas and specialties.

BMMG also manages practices in Mississippi, Arkansas and West Tennessee.

patients, a family member of a former patient nominated Jones for the award.

"He not only seemed very astute in his nursing skills, but very concerned and attentive to the needs of my loved one," his nominator wrote. "It didn't take us long to realize that he is not an ordinary nurse."

Brown was nominated by a former patient who was comforted by her calm demeanor during a medical crisis.

"Carolyn was by my side tending to my emotional well-being while keeping my stats up until I was transferred to the intensive care unit," the patient wrote. "She saved my life by recognizing an imminent threat and acting promptly and with

McGlasson receives ANCC certification

Chuck McGlasson, administrative director of the Baptist Trinity Hospice House, recently received his certification as a nursing executive from the American Nurses Credentialing Center.

To qualify to take the exam for the certification, nurses must hold a current, active RN license in the United States; hold a master's degree or higher degree in nursing or a bachelor's degree in nursing and a master's in a different field; and must have held a full-time administrative position at the nurse executive level for at least two years in the past five.

McGlasson spent six months preparing for the exam to receive his certification and is the first nurse within the Baptist system to receive the ANCC certification for nurse executives.

The exam tested his knowledge in quality management, quality care management, professional practice environment, organizational leadership, organizational systems management, communication and collaboration.

"I hope that the process of preparing and studying for the exam will make me a better leader," McGlasson said. "I believe that education is a life-long process, and I am fortunate that Baptist has always encouraged me to pursue my education."



Chuck McGlasson

The mission of ANCC is to certify health care providers; accredit educational providers, approvers and programs; recognize excellence in nursing and health care services; educate the public and collaborate with organizations to advance the understanding of credentialing services; and support credentialing through research, education and consultative services.

Baptist nurses receive DAISY Awards

Baptist Memorial Hospital-Collierville and Baptist Memorial Hospital-Memphis recently awarded the DAISY Award for Extraordinary Nurses, which is given in appreciation of the work nurses do.

Russell Jones, a nurse working in the emergency department, received the award at Baptist Collierville, and Carolyn Brown, a nurse working in the pre-op/post-op department, received the award at Baptist Memphis.

After witnessing Jones's compassion and dedication to his

compassion."

Nursing administrators at Baptist Collierville and Baptist Memphis accept nominations and select a nurse to receive the DAISY Award.

At a presentation in front of the nurse's colleagues, physicians, patients and visitors, the honoree receives a certificate and a sculpture called A Healer's Touch, hand-carved by artists of the Shona Tribe in Africa.

The not-for-profit DAISY Foundation is based in Glen Ellen, Calif., and was established by family members in memory of J. Patrick Barnes. Barnes died at 33 in late 1999 from complications of idiopathic thrombocytopenic purpura, an auto-immune



Russell Jones



Carolyn Brown

disease. The care Barnes and his family received from nurses while he was ill led to the creation of the DAISY Award.

All the nurses in Jones' and Brown's units received cinnamon rolls because while Barnes was in the hospital, he once asked his family to bring enough cinnamon rolls for him and all the nurses in his unit.

Habitat

Continued from page 1

"I've gotten to know them pretty well over the course of the build, and they are a very special family," Fry said.

Baptist colleagues worked two shifts, one beginning at 7:30 a.m. and the other at 12:30 p.m., during the build. Volunteers participated in all aspects of the build, including framing, roofing, siding, painting and installation of cabinets.

"After seeing progress every day, you have the desire to come back and see what's going to happen next," Fry said. "You also see a lot of love and caring, whether it is from the individuals who show up to volunteer their time, the folks from Habitat who arrange all of this or the

families who are getting a great opportunity to be homeowners."

Through her participation in both house builds, Fry has learned how important organizations like Habitat for Humanity are to communities.

"There are so many people in this world who have a need for help, and organizations like Habitat are there to help them get back on their feet," she said. "Sometimes people need you to reach out to them and help them up."

Baptist will celebrate the completion of the build at a housewarming for the Allens on Wednesday, June 23, at 4 p.m. The event will take place at the house, which is located at 4572 Lands End Drive.



Baptist Union City raises funds for Walk of Hope

Colleagues from Baptist Memorial Hospital-Union City participated in the 10th annual Obion County Hometown Walk of Hope on Saturday, June 5. The event was held at the War Memorial Stadium at Union City High School. More than 40 sponsors and 25 teams participated in the event, which raised more than \$156,000. The money raised at the event will be used by the Obion County Cancer Agency to help cancer patients in Obion County. Last month, approximately 30 patients were assisted with medication and other expenses through the agency. Colleagues from Baptist Union City raised \$9,000 in addition to the \$2,000 donation from the hospital. The team from the hospital also placed in several categories during the event, including second place in Most Team Spirit, third place in Best Campsite and second place in the Hometown Idol contest.

SAFETY MATTERS

Patient safety is the top priority for Baptist colleagues, and one way hospitals are providing high-quality care is through proper catheterization to assist in preventing health care associated infections.

According to the Centers for Disease Control and Prevention, more than 1.7 million infections occur annually, and urinary tract infections account for 36 percent of the total.

Most of these infections are associated with indwelling urinary catheters and may increase the length of hospitalization, health care costs and antibiotic use.

One way to prevent possible infections is to minimize the use of indwelling urinary catheters. Up to 25 percent of hospitalized patients receive urinary catheters, and some of those are unnecessary.

By using a bladder ultrasound to measure the urine in the bladder, intermittent catheteriza-

tion or condom catheters when appropriate, the use of indwelling catheters can be reduced.

There are, however, some situations where the use of an indwelling urinary catheter is the best option, including patients who are critically ill, undergoing urinary or lengthy surgeries, receiving large volumes of fluids or whose urinary output needs to be closely monitored.

However, catheters should never be used as a substitute for care of patients with incontinence.

If it is necessary to use a urinary catheter, it should be used for a short amount of time and should be inserted and maintained by properly trained individuals who know aseptic techniques.

Key components to maintaining good cleanliness and preventing possible infections are proper hand hygiene performed immediately before and after insertion or handling of

the catheter, properly securing the catheter to avoid movement and trauma, keeping a sterile, closed drainage system and keeping the area around the catheter and insertion site clean.

Patients with catheters need to be assessed by the health care team daily so the catheter can be removed as soon as possible.

The team should maintain open urine flow by keeping the catheter and collection tube free from kinking and the collection bag below the level of the bladder at all times.

The collection bag should be emptied regularly and a separate, clean container should be used for each patient. The medical team should only remove the catheter when indicated.

Measures should be put in place to remind health care

providers to remove unnecessary catheters and guidelines should be implemented for nurse-initiated removal.



Preventing catheter associated urinary tract infections requires a multidisciplinary approach. It may be the nursing assistant who recognizes an unsecured or unnecessary catheter, or it could be the physical therapist who asks questions, "Why do we still have this catheter?" while working with a patient to improve mobility.

Preventing these infections helps keep our patients safe, and patient safety doesn't just matter to some; it must matter to all.



NEA Baptist “gives the scoop” to colleagues at internal groundbreaking ceremony

To celebrate the upcoming build of the new hospital in Jonesboro, Ark., NEA Baptist Memorial Hospital held an groundbreaking ceremony for colleagues on Tuesday, June 1. The event offered colleagues the opportunity to “get the scoop” on the new facility. Colleagues were also offered the chance to turn dirt at the new campus site. Event participants included (from left to right) Steve Tipton, director of pastoral care; Scott Childers, assistant administrator; Kay Holden, administrative secretary; Angie Thompson, director of medical review; Paula Grimes, chief nursing officer; Paul Betz, administrator and CEO; and James Keller, human resources director.



Former colleagues share memories at annual Retired Baptist Colleagues Reunion

Dr. Fenwick Chappell, who worked in the emergency department at Baptist Memorial Hospital-Medical Center, visits with Carol Canon Barber, RN, at the third annual Retired Baptist Colleagues Reunion, which was held Thursday, May 20, at the Dixon Gallery and Gardens in Memphis, Tenn. Both Chappell and Barber also served as members of the event’s planning committee. The reunion is hosted annually by the Baptist Memorial Health Care Foundation with support from GuideStone Financial Resources.



Alumni recognized at BCHS reunion luncheon

Alice Binzer, a member of the Baptist School of Nursing class of 1949, gets recognized at the Baptist College of Health Sciences reunion luncheon. The event was held on Saturday, June 5, on the college’s campus.

Warrington named president-elect for Oxford Chamber of Commerce

Peyton Warrington, assistant administrator at Baptist Memorial Hospital-North Mississippi, was recently selected to be president-elect for the Oxford-Lafayette County Chamber of Commerce for 2010.

Warrington has been a member of the board since 2008 and most recently served as vice president in 2009.

The Chamber’s executive committee nominated her as president-elect and the full board approved her nomination.

Her responsibilities as president-elect will include leading the meetings in the absence of the president, heading the search committee for Citizen of the Year

and attending various Chamber functions.

“I am looking forward to continuing to interact with various leaders in the community and being able to promote health care in all aspects of my work,” she said. “Oxford is such a wonderful place, and representing the town in this capacity will be a tremendous honor.”



Peyton Warrington

The Oxford-Lafayette Chamber of Commerce has nearly 700 businesses and professionals as members who work to make Oxford and Lafayette County a better place to live and will celebrate its 70th anniversary this year.

Foundation unveils new video in time for Above and Beyond campaign

To coincide with the Above and Beyond campaign, the Baptist Memorial Health Care Foundation recently unveiled a new video showcasing the services and programs funded by the Foundation, and the far-reaching impact those services and programs have on the communities Baptist serves.

The 10-minute video highlights a variety of services throughout the Baptist system, including the simulation labs at Baptist Memphis and Baptist DeSoto, pediatric rehabilitation at Baptist Rehab-Germantown, the newborn intensive care unit and cooling cap therapy at Baptist Women’s Hospital, the automatic pulse machines at Baptist Golden Triangle, and Baptist Trinity Home Care & Hospice’s Camp Good Grief and Baptist Trinity Hospice House, among others.

The video will also be shown during employee orientation and

viewed at community events. The purpose of the video is to educate Baptist colleagues on the scope of programs and services the Foundation helps fund.

Baptist Rehab-Germantown sponsors adult diabetes support group

Baptist Rehabilitation-Germantown is sponsoring a free, monthly support group for adults diagnosed with diabetes.

The group will meet Monday, June 28, at 7 p.m. in the hospital’s community room. The hospital is located at 2100 Exeter Road.

June’s meeting will cover updates in diabetes medications and will be facilitated by Laine Lindley Byrd, the director of pharmacy at Baptist Rehab-Germantown.

No reservations are required, and family members are encouraged to attend.

CLASSIFIED ADS

HOUSEHOLD

- Large, high-backed, red sofa with four large pillow cushions, fair condition, \$50. For more information, please call 901-356-8548.
- Plaid sofa, excellent condition, \$100; oversized chair and ottoman, good condition, \$75. Please call 901-359-3809 or 901-351-9193.
- Black, gold and lime oriental rug, perfect condition, looks brand new, \$100; four brown, wrought iron kitchen chairs with tan cushion seats, good condition, \$60 for all. Please call 901-356-8548.

YARD SALE

- Multi-family yard sale, near Whitten and Elmore Rd. in Bartlett, Tenn., furniture, clothes, baby items, home decor, etc., begins at 7 a.m. on Saturday, June 19.

MISCELLANEOUS

- Four Justin Bieber concert tickets for July 29 show in Little Rock, section 108, row 11, great seats, priced at face value, \$310. For more information, please call 901-644-2026.
- Beautiful wedding dress, Michelangelo from David's Bridal, beaded corset bodice with cathedral train, removable for reception, must see, size zero, can e-mail pictures, bought new for \$1,200, will sell for \$300 or best offer. Call 731-413-8465 and leave a message.
- Two Alter-Lansing studio monitors, 14-inch woofers and Monterey horn, finished wood cabinets, \$250 each; Dirt Devil car vacuum, \$50; Dirt Devil Handi-Vac Plus, \$25. Call 662-895-3900.
- Diaper cakes for a unique baby shower gift or diaper wreaths for hospital door and nursery wall. To order, call Sherry at 901-867-3555.
- Equator EZ3612 compact and portable front load washing machine, looks and works like new, uses a 120 outlet, can be used with or without washer/dryer hookups, perfect for small apartments or homes, comes with user manual and all parts and accessories, \$275. Please call 901-321-1930.
- Black stove for sale. Call 901-484-6287 for additional information.
- Wedding dress, size 16, ivory with halter neck, never worn, will sell for \$200. For more details, please call Angela at 870-450-1442.
- Tractor sprinkler, gently used, \$30. Please call 901-412-2897.
- Bowflex Ultimate, like new, lap bar, leg extension, leg curl attachment, \$600; Triline treadmill, \$150. Please call 901-497-3003.
- Kenmore refrigerator, \$25; five collectible plates, \$25 each; beige couch, good condition, picture available by request, \$25; four piece luggage set, brown with floral pattern, \$25; white carpet with floral pattern, from Spiegel, \$10. For more details, please call 901-315-4427.
- Antique, 70-year-old platinum and diamond wedding ring set, contains a total of 1.5 diamond carats, center diamond is 0.88 carats, there are two 0.09 carat diamonds, eight 0.03 carat diamonds and ten 0.02 carat diamonds, recently appraised for

\$7,750, will sell for \$6,500. For more information, please call 662-473-9150.

RENTALS

- Three bedroom, two bath home for rent in Cordova, Tenn., double garage, fenced yard, rent is \$950 each month. Call 901-759-9893 after 3 p.m.
- Three bedroom, one bath home for rent with large country kitchen, carport, fenced backyard, security doors, storage room, \$300 deposit, \$650 rent. For more details, please call 901-357-3277.
- Looking for a clean, responsible, respectful, non-smoking professional to rent a room in a house in a great area, rent includes utilities, DIRECTTV, wireless Internet and washer/dryer access, \$550 a month. Call 901-569-5004 for more details.

REAL ESTATE

- Price reduced: great home for sale in Olive Branch, Miss., three bedroom, two bath, completely renovated, all kitchen appliances stay, washer and dryer stay, flatscreen television above the fireplace stays, owner will put up privacy fence upon closing, located at 10127 Stephenson Lane, \$82,000. For more information, please call 901-833-1785.
- Lots for sale in Perry County, Tenn., six to 12 acres each, on a ridgetop with dramatic, scenic views, great for retirement home, vacation, or investment, \$49,900 each. For additional details, please call 901-262-2411 or 901-266-3361.
- House for sale in Berclair area, less than five minutes from Baptist Memphis, two bedroom, two bath home with privacy fencing, electric wired Morgan building with two floors, owner will consider leaving all appliances and paying the closing cost. For more details, please call 901-619-2555.

VEHICLES

- 1938 Jaguar SS100K, great parade car, kids point, people wave and other drivers blow their horns when they see this car, very fast, asking \$14,000. Serious inquiries can call 901-270-7610.
- 2004 Ford Supercrew Lariat, four door, black, tan leather interior, 84,000 miles, power everything, \$14,000 or best offer. Please call 901-832-0302.
- 1977 Plymouth Valerie, original engine, paint, seals, hubcaps and body, 63,000 miles on original engine, two doors, original radio removed, but available in trunk, CD player installed in dashboard, \$3,000 cash negotiable. Please call 901-216-9931.

SERVICES

- Home renovations, room additions, decks, fencing, electrical, plumbing, carpet and tile installation, etc. Call Dan at 901-281-4879 for a free estimate.
- Air conditioning, heating and refrigeration services, cheap and reasonable rates, professional quality work. Please call Anthony at 901-387-9078 for all your HVAC needs.
- Home renovations, painting, sheetrock, tile work, trim work, fences, lawn work and interior design services. Please call Rob at 901-292-6288.

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.

- House cleaning services, personal assistant, nanny for hire, \$12 per hour with a two hour minimum, references and transportation available, insured. Call Lindsey at 901-281-9387 for more information.
 - Interior painting, trim installation, most home repairs, decorative textures and finishes, free estimates. Call Charles at 901-246-7129.
 - Professional carpet and flooring services, restretches, repairs, sales and installation. Call Brian at 901-338-2559.
 - Affordable home improvements, remodeling, flooring, tile showers, no job to big or small, call 662-934-0319 or 662-609-3123.
 - Klutter Inc., we organize any clutter in your home or office, closets, bedrooms, garages and kitchens, we also shred old papers, letters, etc. Call Kim at 901-218-6742 or 901-367-1941.
 - Oil painting portraits, let me work with you to create a legacy that will become a cherished family heirloom, portraits to murals, oils to pastels, visit my art site at www.m-jones.com or call 901-361-3484.
 - Air conditioning and heating repair, service, maintenance and replacements. Call Adam at 901-691-9389.
- ## WANTED
- Catcher shin guards. Please call 901-497-3003.

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