ONE STRONG VOICE FOR MISSOURI NURSES

THE MISSOURI NURSE

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The Missouri Nurse encourages readers to submit articles and information for publication. Contact the Missouri Nurses Association (MONA) office for submission requirements and deadlines. The Missouri Nurse reserves the right to edit manuscripts. MONA reserves the right to utilize published articles in a variety of formats and for the purpose of the organization. Photographs, if included, should be of crisp and clear quality. Materials should be sent to: Editor, The Missouri Nurse, P.O. Box 105228, Jefferson City, MO 65110.

The Missouri Nurses Association is accredited as an approver and provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation, for the periods of February 2008 – February 2012 (Approver) and February 2008 – February 2014 (Provider).

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CEO’S CORNER
Jill Kliethermes, APRN, FNP-BC

The MONA staff would like to thank all those who attended the Biennial Convention at Tan-Tar-A in October. Members had a great time networking and making connections, the evaluations were outstanding and we look forward to planning the next Convention and keeping the momentum going. This is an exciting time as we begin making changes in our Association with goals of increased grassroots involvement and improved communication to members.

There are many changes occurring over the next two years as we implement the new structure approved by the General Assembly during Convention. For more information regarding those changes, including amended bylaws, please refer to the additional section (page 20) in the Missouri Nurse and the members’ section of the MONA website at www.missourinurses.org. Should you have any questions, please feel free to contact the MONA office.

The MONA membership also elected new Officers and State Directors which were announced at Convention. Congratulations to the new MONA Board and we look forward to working with each of you!

As we approach this holiday season, with its magic and wonder, the purpose of the season should never leave our hearts and minds. This time of year binds us together in a very special way. It is a time to count our blessings and reach out to the less fortunate; a time to hope; a time to love; a time to care for one another; a time to work together to create a better world.

As we go about celebrating the season, let us keep alive in our hearts those families who have sons and daughters who continue to serve our country or who have paid the ultimate price while risking their lives to ensure our safety. Enjoy and cherish time with your families.

On behalf of the Missouri Nurses Association staff, we wish you peace, happiness and a joyous holiday season and happy New Year.

Thank You for Your Service

On behalf of the MONA Staff, Board, and Members, thank you for your service on the 2007-2009 Missouri Nurses Association Board.

Mary Berhorst, President
Jennifer Gwin, Vice President
Corinne Fessenden, Secretary
Ruth Hall, State Director
Janet Kaminsky, State Director
Sharon Kleinsorge, State Director
James Orf, State Director
Mary Kay Bader, MOANA Rep.

2007-2009 MONA Officers & ANA President
(Left to Right) Mary Berhorst, President; Corinne Fessenden, Secretary; Rebecca Patton, ANA President; Jennifer Gwin, Vice President; Mary Chaston, Treasurer
**Mona Benefits**

Please visit our website at www.missourinurses.org

1. **Bank of America**
   Members receive special rates on credit card services

2. **Assurant Health Insurance plans**

3. **John Hancock - Long Term Care Insurance**

4. **Grand Vacations - Vacation savings club**

5. **Graduate Education Foundation - online lectures for health professionals**

6. **Liability Insurance – MARSH**

7. **Dell Computers**
   MONA/ANA members receive 12% discount

8. **Wyndham Hotels**
   MONA/ANA members receive 10% discount

9. **Choice Hotels**
   MONA/ANA members receive 15% discount

10. **Global Volunteers Program**
    MONA/ANA members receive $175 discount

11. **Special Room Rates**
    Walt Disney World Swan and Dolphin Resorts

12. **Land’s End**
    MONA/ANA members receive 10% discount

13. **AVIS and Budget**
    Discounts for MONA/ANA members

14. **CEU4U**
    Online Continuing Education

15. **Drury Hotels**
    MONA members receive 10% discount

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**MONA Calendar**

**December**

- **9th** District President’s Conference Call (12 p.m.)
- **9th** Nursing Practice Committee Conference Call (2 p.m.)
- **10th** New MONA Board Orientation, MONA Office (10 a.m. - 1 p.m.)
- **10th** Finance Committee Meeting, MONA Office (1-4 p.m.)
- **10th** Executive Committee Meeting, MONA Office (4-5 p.m.)
- **11th** MONA Board Meeting, MONA Office (8:30 a.m. - 4:30 p.m.)
- **25th** Holiday (Office Closed)

**January**

- **1st** Holiday (Office Closed)
- **13th** District President’s Conference Call (12 p.m.)
- **13th** Nursing Practice Committee Conference Call (2 p.m.)
- **18th** Holiday (Office Closed)
- **20th** APRN-SIG Lunch/Meeting - APRN Day at the Capitol (9:30 a.m. - 3:30 p.m.)
- **21st** Government Affairs Committee Conference Call (12:30 p.m.)

**February**

- **12th** Holiday (Office Closed)
- **15th** Holiday (Office Closed)
- **24th** 24th Annual Nurse Advocacy Day, Capitol Plaza Hotel, Jefferson City, MO

**March**

- **10th** District President’s Conference Call (12 p.m.)
- **10th** Nursing Practice Committee Conference Call (2 p.m.)
- **25th** Finance Committee Meeting, MONA Office (1-4 p.m.)
- **25th** Executive Committee Meeting, MONA Office (4-5 p.m.)
- **26th** MONA Board Meeting, MONA Office (8:30 a.m. - 4:30 p.m.)

**April**

- **14th** APRN-SIG Dinner/Meeting, Columbia, MO (6-9 p.m.)
- **15th** 20th Annual APRN Conference, Holiday Inn Select Executive Center, Columbia, MO
- **16th** 20th Annual APRN Conference, Holiday Inn Select Executive Center, Columbia, MO

**May**

- **7th** Holiday (Office Closed)
- **12th** District President’s Conference Call (12 p.m.)
- **12th** Nursing Practice Committee Conference Call (2 p.m.)
- **21st** 2nd Annual Nursing Practice Update, Warrensburg, MO
- **31st** Holiday (Office Closed)

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**Amended Bylaws**

The amended MONA Bylaws are now available on the MONA website, www.missourinurses.org.

If you do not have access to the internet, check your local public library for free access.

Printed copies are available by contacting the MONA office at 573-636-4623.
I am honored to be addressing you for the first time as President of the Missouri Nurses Association. The 84th Biennial Convention was a great success. The theme of the convention was “Missouri Nurses: Preserving Our Greatest Asset”. It was inspiring to see MONA members coming together to further the work of one of our greatest assets, our Association. Let us continue to work together in the coming months as we transition from districts to regions. Change can create new opportunities and potentials for growth. This new structure allows regions more options as they consider what best fits the needs of nurses in their areas.

The theme of the convention reminds us that we need to take care of ourselves. Nurses are busy taking care of everyone else, and we often neglect our own needs. It is important that we work in environments that have adequate staffing and equipment to provide safe patient care, and structures that support education and foster clinical competence. We should also maintain a balance between our work and home lives to prevent nurse fatigue.

As we approach the New Year, we begin to think about resolutions. One of my goals as President is to increase MONA membership. I believe that the new chapter model will result in increased membership, and it will be exciting to watch as new chapters develop in the coming months. There is power in numbers, and we could be “one strong voice for nurses” if all registered nurses in Missouri were MONA members.

Thank you for the opportunity to serve as your President. I appreciate all of the work that you do. It is an exciting time in nursing, and I look forward to the opportunities for our Association in the next few years.

MONA Board Highlights

**July**

- Corinne Fessenden and Toby Turner have been elected to serve on the MNF Board
- Susan Shelko has been contracted to serve as the Labor Relations Representative for MONA.
- MONA will have eight ANA House of Delegates represented at the next ANA Constituent Assembly.
- MONA Board approved four new non-dues programs including John Hancock Financial Services, Nurse Biz, Grand Vacations and Assurant Health.
- MONA has no outstanding debt, except for the loan on the building.

**October**

- Approved the online Graduate Education Foundation proposal as a non-dues revenue benefit to members.
- MONA Board reviewed bylaws changes put forward by the Foundation, including expanding the MNF Board to read seven (7) to nine (9) nurses and three (3) community members.
- Government Affairs Committee approved awards for Senator Tom Dempsey, Representative Rebecca McClanahan and Representative Wayne Cooper, to be presented at Nurse Advocacy Day 2010.
- Department of Labor audited the Missouri Nurses Association this past quarter and the audit went well and record keeping was found to be good.
- MONA Board approved support of the Health Information Exchange initiative and submitted a Letter of Commitment.
MONA PAC has been busy raising money and supporting candidates who promote and support the nursing profession. The past two years, PAC has raised $22,391.04 and has given $15,600 in contributions, along with numerous verbal endorsements. During the last election, five nurses ran for seats on the Missouri Legislature, with Rep. Rebecca McClanahan and Rep. Jeanne Kirkton winning representative seats.

The MONA PAC hosted a Donor Recognition Reception on October 2, 2009, where several legislators attended and networked with MONA members and Convention attendees. Attendance was greater than anticipated and the MONA PAC is planning to continue this event at subsequent conventions.

If you are interested in donating to the MONA PAC, you may do so by visiting our website at www.missourinurses.org or by mailing your donation to MONA PAC, P.O. Box 105228, Jefferson City, MO 65110.

Thank You for Your MONA PAC Contributions!

Amy Heithoff-Dominguez Barb Brazos Carol Hafeman Corinne Fessenden Denise Sanders Dolores Drury Geneva Kilgore Georganna Lutz-Pearson Janice Jones Jennifer Gwin Jill Kliethermes Marcy Markes Mary Ann Lavin Maryann Coletti Michael Johnston MONA District #8 Phil Wright Ruth Beckman Murray Scott Sullivan Sue Beckering

MONA PAC and the Missouri Nurses Foundation now accept donations through pledges. A pledge is a weekly, monthly, or annual donation using your debit or credit card. Everything is set up electronically... no mailing, no writing checks, no worries. Any amount, no matter how big or small, will be put toward bettering the profession of nursing in Missouri. The season of giving and new year’s resolutions is the perfect time to start contributing.

For more information on donations and pledges, please contact the MONA office 573-636-4623.
Thank You for Your MNF Contributions!

Allison Kellenberger
Amy Heithoff-Dominguez
Angela Selzer
Barb Brazos
Belinda Heimericks
Billie Nelson
Carol Hafeman
Carolyn Edison
Celia Reed
Cindy Smith
Cindy Stephens
Corinne Fessenden
Denise Sanders
Dolores Smiley
Georganna Lutz-Pearson
Gloria Broun
Goldfarb School of Nursing
Grace Poertner
Grand Vacations, Inc.
HAPNN
Jan Polizzi
Jeanette Johnson
Jennifer Gwin
Judi Wehrle-Laschober
Kansas City Chiefs
Kansas City Royals
Kristen Noble
Laura Nurnberg
Linda Brown
Lisa Bross
Lynne Ott
Marcia Hobbis
Marilyn Shepherd
Mary Ann Lavin
Mary Berhorst
Mary Chaston
Maryann Coletti
Michael Johnston
MONA
MONA District #9
Nelda Godfrey
Norma Stahlhuth
Rebecca Patton
Rita Carney
Roy Sanders (John Hancock)
Ruth Hall
Ruth Murray
Sara Fry
Scott Sullivan
Sharon Kliensorge
Sheryl Crow
Southeast MO State University
St. Louis Cardinals
Susan Kenslow
Susan Kneeskern
Tan-Tar-A Resort
Terry Reese
Yakima Young-Shields

THE MISSOURI NURSE

MISSOURI NURSES FOUNDATION

The Foundation

Corinne Fessenden, PhD, RN, President Missouri Nurses Foundation

Since its inception, the Foundation has been about the business of raising dollars to begin establishing endowment monies to support activities. Building that nest egg has been a slow but steady process. To date, donations received have provided seed money for Foundation activities and specific purpose scholarship funds. The Scholarship Program is one of the most valued activities of the Foundation. In an attempt to further fund the scholarship program, the Foundation held a silent auction at Convention. Thanks to generous donors and numerous bidders, we were able to raise over $2,500!!

In 2002, the Foundation awarded the first of many scholarships to student nurses across the state. Five scholarships were awarded in 2009. The Foundation Scholarship Program is more important than ever in these difficult economic times and in the face of the ongoing nursing shortage. The funding for this program comes from the generosity and donations of nurses and friends of nursing throughout the state. A small contribution, $5-$50, by nurses in Missouri could greatly increase the amount of money available for scholarships.

A second program within the Foundation is the Honor a Nurse Program. This program is available to any nurse in Missouri and contributions may be made on behalf of or in recognition of a nurse. The $50.00 contribution for a special nurse will go toward continued support of the Foundation and their work pertaining to scholarships, research awards and educational projects. In addition, the recipient’s name will be printed in the Missouri Nurse Association’s convention brochure as well as in a designated “Honor a Nurse” spot on our website, where a picture may also be submitted.

Your monetary help will go a long way to insure that the citizens of Missouri will have a competent workforce of nurses to meet future needs.

MNF Scholarship Winner

“I wanted to sincerely thank you for choosing me as one of the recipients of the Missouri Nurses Foundation Scholarship. This award goes along way to helping me afford my nursing education. I am currently a Senior at the University of Missouri and the President of the Student Nurses Association. I hope to one day practice as an Advanced Practice Nurse. I also have dreams to pursue a career in education to give back to what my education has done for me. This award is a step in accomplishing all of these goals. Thank you for your help.”

- Becky Arand

Ms. Becky Arand of Ballwin, MO, is a full time nursing student at the University of Missouri - Sinclair School of Nursing in Columbia. She anticipates graduating in May 2010.

Becky is one of five 2009 Missouri Nurses Foundation Scholarship Recipients.

How Can You Help?

Missouri Nurses Foundation
P.O. Box 105228
Jefferson City, MO 65110-5228

Phone: 573-636-4623
E-mail: info@missourinurses.org

Congratulations!!
Election Results

The votes are tallied. Election results were announced at the 84th Biennial Convention and the newly elected officials have already been hard at work! We had a full ballot this year and the Nominations Committee would like to thank all candidates. The official results were as follows:

**President**
Jennifer Gwin

**Vice President**
Beth Lonberger

**Secretary**
Nelda Godfrey

**Treasurer**
Mary Chaston

**State Directors**
Jan Polizzi
Mary Berhorst
Lynne Ott
Corinne Fessenden
C. Jo Riggs
Terry Reese

**Nominating Committee**
Dee Esry, Region A
Laurie Miller, Region B
Nancy Barr, Region C
Mary Berhorst, Region D
Florence Speer, Region E
Susan Hinck, Region F
Ruth Hall, Region G

**ANA House of Delegates**
Nancy Barr
Desma Reno
Maryann Coletti
Dee Esry

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The Awards and Recognition Ceremony was held Saturday, October 3, 2009, at Tan-Tar-A Resort in Osage Beach, MO. 2010 Award winners were as follows:

**Clinical Nursing Practice Award**
Mary Ann Lavin
Nancy Barr

**Outstanding Contribution to Membership Award**
Clarice Stacker
Yakima Young-Shields

**Hall of Fame Award**
Carol Hafeman
Barbara Stock
Cordelia “Dee” Esry

---

2010 **Clinical Nursing Practice Award**
(Left to Right) Mary Ann Lavin, Mary Berhorst

2010 **Outstanding Contribution to Membership Award**
(Left to Right) Yakima Young-Shields, Mary Berhorst

2010 **Hall of Fame Inductees**
(Left to Right) Barbara Stock, Cordelia “Dee” Esry, Carol Hafeman

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Congratulations!
How Staffing Shortages Put You at Risk

You’ve surely seen the headlines announcing the nationwide nursing shortage, but have you heard the country is also experiencing an alarming shortage of trained allied health professionals too?

Working in the healthcare field, you’ve undoubtedly encountered a staffing shortage at one time or another. Unfortunately, it appears these shortages may stick around for awhile. The allied health provider shortage is predicted to reach between 1.6 and 2.5 million workers by 2020. 1

What does a staffing shortage mean for you?
If you’re working in a setting with reduced staff, you could encounter one of the following situations:

• You may be required to care for more patients or clients than normal
• You may need to assume the responsibilities of a coworker who is absent
• You may be expected to complete duties you don’t normally perform
• You may have less time to spend with your patient or client in order to meet the demand of your practice

Any of these scenarios could impact your ability to provide proper, quality care to your patients and clients. Not only does this compromise them, you become increasingly susceptible to making a mistake – and that puts you at a greater risk for a malpractice lawsuit.

What can you do?
Patient and client safety come first. If you feel your ability to provide quality care is compromised by staffing challenges, you should:

• Speak up and ask for help if asked to do something out of your normal scope
• Prepare for the shortage ahead of time if possible by doing your research and preparing questions
• Ask for direct supervision
• Be proactive about sharing information between clinicians to reduce the risk of miscommunication.
• Never leave your workplace in the middle of treating your patients or clients

Reduce your liability risk
Further protect yourself and your career with an individual liability coverage policy. Professional Liability Insurance protects you against covered real or alleged malpractice claims you may encounter from your professional duties.

Even if you have Professional Liability coverage through your current employer, it may not be enough. That coverage may have some serious gaps, including:

• Policy limits may not be high enough to protect you and all of your co-workers named in a lawsuit.
• You may not be provided with coverage for lost wage reimbursement, licensing board hearing reimbursement and defense costs.
• You may not be covered outside of the workplace, such as volunteer and part-time work.

In the event of a lawsuit, your own Professional Liability Insurance policy would:

• Provide you with your own attorney
• Pay all reasonable costs incurred in the defense or investigation of a covered claim
• Pay for approved lost wages up to the limits of the policy
• Provide reimbursement of defense costs if licensing board investigations are involved
• Pay approved court costs and settlements in addition to the limits of liability

Working in an environment that is understaffed can be difficult and frustrating. Arm yourself with the protection you need so you can focus on providing excellent patient care and reduce your exposure to liability.

For more information about Professional Liability Insurance, visit www.proliability.com.

References available upon request.
Introducing the Pathway to Excellence® Program

The American Nurses Credentialing Center’s (ANCC) Pathway to Excellence® credential is granted to healthcare organizations that create work environments where nurses can flourish. The designation supports the professional satisfaction of nurses and identifies best places to work.

To earn Pathway to Excellence status, an organization must integrate specific Pathway to Excellence standards into its operating policies, procedures, and management practices. These standards are foundational to an ideal nursing practice environment with a positive impact on nurse job satisfaction and retention. Pathway to Excellence designation confirms to the community that the healthcare organization is committed to nurses, recognizes what is important to nursing practice, and values nurses’ contributions in the workplace. Nurses know their efforts are supported. They invite other nurses to join them in this desirable and nurturing environment.

ANCC grants Pathway to Excellence designation for three years. Any healthcare organization, regardless of its size, setting, or location, may apply for this mark of excellence.

Program History

In 2003, the Texas Nurses Association (TNA) established its Nurse-Friendly™ hospital program to improve the workplace and positively impact nurse retention. With the help of a five-year funding grant from the U.S. Health Resources and Services Administration (HRSA), the program sought to enhance both the quality of patient care and professional satisfaction of nurses working in rural and small hospitals in Texas. TNA designated its first Nurse-Friendly facility in 200513,14.

The program attracted many inquiries from other states about possible expansion. Texas Nurse-Friendly sought to transfer their program to a robust, collegial organization that could build on this success, while assuring the program’s integrity as it expanded nationwide. ANCC was able to facilitate the expansion of the Texas Nurse-Friendly program into a national program and expand the high quality and superb reputation of the TNA Nurse-Friendly hospital program into ANCC’s existing portfolio of credentialing activities. ANCC acquired the program in 2007.

In re-launching the Nurse-Friendly hospital designation to a national audience, ANCC renamed the program Pathway to Excellence®.

Healthy Work Environments Make a Difference

The impact of healthy work environments on nurse satisfaction and retention is evident in the literature2,6,9. In addition, many studies have indicated a strong impact of a positive work environment on patient safety, patient satisfaction and quality care1,3,4.

Research has shown the nurse practice environment greatly influences many factors that affect both the nurse and patient. One key priority in healthcare is the safe delivery of nursing care. The Institute of Medicine’s (IOM) report indicated that between 44,000 to 98,000 deaths occur annually due to medical errors5. Nurses are among the healthcare professionals who practice in a complex environment and can impact patient safety through their clinical practice.

At the core of the Pathway to Excellence program is a nursing practice environment that supports shared governance, interdisciplinary collaboration, leadership, quality, safety, professional development and work-life balance. Tested in Magnet environments, similar characteristics have translated into better patient outcomes, nurse satisfaction and quality care5,10,11.

The ability for nurses to problem solve, collaborate with other disciplines and handle conflict is critical to quality patient care. In a study by Siu, Laschinger & Finegan (2008), positive work environments enhance nurses’ conflict management skills, thus influencing the unit effectiveness.

Work-life balance and recognition for one’s contributions in the workplace are important factors in the prevention of burnout. In a study that tested the Nursing Worklife Model, which measured the relationship between the nurse work environment and patient safety outcomes, it was demonstrated that the quality of the nurses’ work environment mediated with burnout and engagement, influenced patient safety outcomes7. Another study of the Nursing Worklife Model, indicated that a professional practice environment had an impact on predicting nurse burnout8.

Each Pathway to Excellence practice standard supports the essential components of a healthy work environment. The evidence indicates that organizations that embrace the elements of a positive nursing practice environment have a great impact on nurse satisfaction and retention, a key component of a Pathway to Excellence designation.
Results have also demonstrated an influence on patient safety and quality care as well. It is evident that a healthy work environment does indeed matter for both nurses and patients.

The Vision for the Pathway to Excellence Program

A vision is a statement about the desired future. When thinking about the future, Pathway to Excellence healthcare organizations will be known for creating work environments where nurses can flourish. They will be places identified as nursing practice settings where a collaborative atmosphere prevails with a positive impact on nurse job satisfaction and retention. They will be seen as best places to work because a balanced lifestyle is encouraged, where nurses feel their contributions are valued as patient care partners in health care to the community.

Pathway to Excellence Standards

Based on evidence and expert nurse input, the Pathway to Excellence Practice Standards represent qualities that both nurses and researchers agree are critical to high quality nursing practice, professional development, and job satisfaction. ANCC encourages the use of these standards in all nursing practice environments. The Pathway to Excellence practice standards are:

1. Nurses Control the Practice of Nursing
2. The Work Environment is Safe and Healthy
3. Systems are in Place to Address Patient Care and Practice Concerns
4. Orientation Prepares New Nurses
5. The Chief Nursing Officer is Qualified and Participates in all Levels
6. Professional Development is Provided and Utilized
7. Competitive Wages/Salaries are in Place
8. Nurses are Recognized for Achievements
9. A Balanced Lifestyle is Encouraged
10. Collaborative Interdisciplinary Relationships are Valued and Supported
11. Nurse Managers are Competent and Accountable
12. A Quality Program and Evidence-Based Practices are Utilized

What Makes this Program Unique?

ANCC’s Pathway to Excellence Program® recognizes the foundational elements of an ideal nursing practice environment whereas, the Magnet Recognition Program® recognizes excellence in nursing and patient care. Pathway to Excellence standards focus on the workplace, a balanced lifestyle for nurses, and policies and procedures that support nurses on the job. Written documentation and a confidential, online nurse survey confirm the standards are met.

Is Your Organization Ready?

Use the Pathway to Excellence self-assessment tool at www.nursecredentialing.org to determine if your organization is ready to begin the application process.

E-mail the Pathway to Excellence Program Office at pathwayinfo@ana.org if you have questions.

References available upon request.

Nurses House, Inc. – Nurses Helping Nurses

Nurses House is the only nurse-managed, non-profit organization dedicated to helping registered nurses in need.

Nurses House, Inc. operates as a charitable organization, run by a nurse staff and volunteer board of directors, offering assistance to nurses throughout the country facing hardship. The mission of Nurses House is to provide short-term assistance to any registered nurse in need as a result of illness, injury, disability, or other dire circumstance. A volunteer group of nurses carefully evaluates the needs of Nurses House applicants and disperses funds to assist with everyday living expenses such as food, medicine, health care, rent, mortgage or utility bills.

In 2008 Nurses House offered over $130,000 in grants to nurses in need, but the need has never been greater. Nurses House depends on contributions from nurses and the nursing community to fulfill its mission of helping nurses.

To make a contribution, to request assistance from Nurses House, or to learn more about their work, visit www.nurseshouse.org or call (518) 456-7858.
For the last two years, Secretary of State Robin Carnahan’s office has had the privilege of implementing the Safe at Home address confidentiality program to protect Missouri residents impacted by domestic violence, sexual assault, rape and stalking. Since August 2007, Safe at Home has provided services to over 530 men, women and children statewide. Program staff has also trained over 400 application assistants who serve every county in Missouri, making the program as accessible as possible to potential participants.

Safe at Home can become a significant part of someone’s personal safety planning if she or he is aware of the program and how it works. With your assistance, we can continue to spread the word about Safe at Home to people when they need it the most. It is important for state agencies to be aware of the program and how it impacts their customers. Agency employees may have a personal or professional need to make referrals to the program. When appropriate, we encourage employees to refer potential participants to our toll-free number at (866) 509-1409 or our website at www.MOSafeAtHome.com. It’s also important for agency employees to know how to interact with a Safe at Home participant as a customer since participants are authorized to use, and a state agency must accept, a substitute address when they might otherwise be required to provide a home address.

Secretary Carnahan’s office always welcomes the opportunity to share information about Safe at Home and how it impacts Missourians. If we can be of any assistance to you in keeping your employees apprised of the program, please know our program staff are available for staff training or agency presentations.

Thank you again for your help in ensuring that Missourians feel safe at home. If you need any further information, please contact Brenda Sites, the Safe at Home Program Manager, by e-mailing SafeAtHome@sos.mo.gov or by calling toll free (866) 509-1409.

How Safe at Home Works

Safe at Home provides a substitute address so that survivors can keep their location confidential on new records created by state and local agencies and the courts, such as:

- Department of Revenue (driver’s license, non-driver’s license, vehicle registration)
- Voter registration
- School records
- Department of Social Services
- Library cards
- Courts and City or County records

Safe at Home may be right for you if:

- You are a survivor of domestic violence, sexual assault, stalking or rape.
- You recently relocated to an address unknown to your abuser.
- You understand participation in the program is just one piece of a comprehensive plan for your safety.
84th Biennial Convention
Missouri Nurses:
Preserving Our Greatest Asset

October 2-3, 2009
Tan-Tar-A Resort
P.O. Box 1888TT, State Road KK
Osage Beach, MO 65065

Judith Fitzgerald Miller
Speaking to the Convention Crowd

Mary Berhorst
Welcoming Attendees

Nan Borchart
Another Packed Session

Thank You for a great Convention!

Good Friends, Good Sessions, Good Food, Good Times...
2009 MONA Convention

Rebecca McClanahan

Exhibit Hall and MNF Silent Auction
In a world which presents many challenges, it is my belief that the dilemma of chemical dependency in the nursing profession merits greater attention than it has received to date. By all accounts, the most conservative estimate is that one in ten nurses will develop a problem with drugs and/or alcohol within their lifetime. Some studies suggest the prevalence is double that. Given the millions of nurses licensed in the United States alone, even the lower assessment of ten percent represents nearly five hundred thousand individuals. If one were to calculate this number on an annual basis over a seventy year span, this would mean that more than seven thousand nurses cross an invisible line into what often becomes a very visible problem each year in this country.

Therefore, I feel there is no greater goal than advancing awareness of the increased occupational exposure nurses face in carrying out their professional duties. Since 2003, my efforts have been devoted solely to working with chemically dependent nurses, advocating for their recovery, and enlightening others regarding this issue. This endeavor has convinced me that a more proactive stand must be taken if this situation is to be improved. To me, the most effective approach engages all nurses as well as those they interact with regularly.

While I have presented the subject of chemical dependency in the profession to thousands of nurses, students and other groups, millions of nurses and those they live and work with have not yet been reached. For this reason, I have written the book Unbecoming A Nurse: Bypassing The Hidden Chemical Dependency Trap. It reflects what I have learned in working directly with hundreds of chemically dependent nurses over the years. It highlights the innate and professional risk factors, as well as measures which may prevent the development of an issue in the first place. For those who do become chemically dependent, the book outlines information which the nurse and their colleagues, employers and loved ones will find helpful. Behaviors and traits which may indicate a problem are presented, as well as warning signs of relapse for nurses already in recovery. Alternative to discipline programs are highlighted along with measures which foster a continuous and uninterrupted recovery. The chemically dependent nurse's reluctance to obtain help is discussed and the need for prompt intervention and expert treatment is underscored.

Initially, there were two chief aims of this publication. The first was to outline the adoption of optimal safeguards which allow nurses to bypass the chemical dependency trap. The second was to provide accurate information and support to nurses and student nurses as well as those they interact with at work, home, school and social events.

While these two goals remain intact, the airing of the "Nurse Jackie" series presents a third objective: to eliminate the powerful and wholly untrue perception the show gives that the behavior Edie Falco's character portrays is benign. Nurses in real life who do step over the numerous lines Jackie crosses in a half hour segment face devastating, exquisitely painful consequences. Many of the repercussions are irreversible and last a lifetime. This book serves as a graphic chronicle of the impact on a nurse's personal and professional life such behavior may have. My most fervent hope is that Unbecoming A Nurse may offer all nurses a potent counter-measure for the provocative scenes displayed on television.

One of the most frequent comments from those who reviewed the manuscript prior to publication was the hope that there would be the addition of anecdotal summaries of actual nurses throughout the book. While the inclusion of such narratives may have added depth for the reader, the confidentiality of those I have worked with over the years may have been compromised. The foreword so graciously portrayed by Sarah Ruth Gomes poignantly depicts the tragic loss experienced by only one of the thousands of family members affected by a nurse's chemical dependency. It offers one courageous woman's hindsight, with the sage advice not to overlook, underestimate or delay intervention.

For any who may wish to share their personal experience, strength and hope as a recovering nurse in a future volume, please feel free to email me at paula@unbecominganurse.org. As loved ones witness the devastation described in these pages firsthand, they have equally poignant accounts to render. I would gladly do my part to ensure that your voice is also heard if a sufficient response is generated.

www.unbecominganurse.org
HIV Testing as Routine Diagnostic Screening & Opting Out

Of the leading causes of illness and death in the United States, HIV infection and AIDS remain a significant concern.

Annually, since the mid-1990’s, the number of cases among African-Americans and other minority populations has increased along with the number of persons infected through heterosexual contact.

Early diagnosis and counseling about high-risk behaviors are major prevention strategies. However, studies have shown more than an estimated one-quarter of those found to be infected did not know of the infection and most likely unknowingly transmitted HIV. Regular screening among America’s population is the next step in stopping the epidemic.

On September 22, 2006, the Centers for Disease Control and Prevention released Revised Recommendations for HIV Testing of Adults, Adolescents, and Pregnant Women in Health Care Settings. These revised CDC recommendations advocate routine voluntary HIV screening as a normal part of medical practice, similar to screening for other treatable conditions. Screening is a basic public health tool used to identify unrecognized health conditions so treatment can be offered before symptoms develop and, for communicable diseases, so interventions can be implemented to reduce the likelihood of continued transmission. The Missouri Department of Health and Senior Services supports these revised recommendations including the adoption of routine HIV screening or commonly referred to as “opt-out screening”. The complete document may be found online http://www.cdc.gov/hiv/topics/testing/guideline.htm

Major revisions from previously published guidelines are as follows:

For patients in all health care settings:

- HIV screening is recommended for patients in all health-care settings after the patient is notified that testing will be performed unless the patient declines (opt-out screening).
- Persons at high risk for HIV infection should be screened for HIV at least annually.
- Separate written consent for HIV testing should not be required; general consent for medical care should be considered sufficient to encompass consent for HIV testing.
- Prevention counseling should not be required with HIV diagnostic testing or as part of HIV screening programs in health-care settings.

For pregnant women:

- HIV screening should be included in the routine panel of prenatal screening tests for all pregnant women.
- HIV screening is recommended after the patient is notified that testing will be performed unless the patient declines (opt-out screening).
- Separate written consent for HIV testing should not be required; general consent for medical care should be considered sufficient to encompass consent for HIV testing.
- Repeat screening in the third trimester is recommended in certain jurisdictions with elevated rates of HIV infection among pregnant women.

The Missouri Department of Health and Senior Services, Bureau of HIV, STD, and Hepatitis, has reviewed existing laws and concluded that Missouri’s rules and regulations allow for adoption of these revised recommendations in health care settings not receiving public health funding or free HIV testing. Missouri statute 191.653 requires all “physicians, hospitals, or other persons authorized by the department of health and senior services who perform or conduct HIV sampling shall provide consultation with the subject prior to taking the specimen”. See complete statute online at http://www.moga.mo.gov/statutes/c100-199/1910000653.htm.

In addition, there are two Department of Health and Senior Services’ rules that address HIV testing that can be found online at: http://www.sos.mo.gov/adrules/csr/current/19csr/19c20-26.pdf.

The Bureau of HIV, STD, and Hepatitis interprets these rules as:

- 19 CSR 20-26.030 targeting the Department’s contracted or subcontracted HIV Counseling, Testing, and Referral sites. This administrative rule requires the use of HIV pre-test client centered counseling.
- 19 CSR 20-26.040 is intended for the private health care setting. This administrative rule simply repeats the language from the statute requiring "consultation" with the subject prior to specimen collection. Written consent was not the intent of the rule. The Bureau supports the patient to have the opportunity to “opt out” of HIV testing and this shall be assured with consultation.

Keep in mind that this is not considered legal advice and the Bureau strongly recommends obtaining legal opinion prior to implementation of routine screening within your health care setting.

For additional information about HIV testing, contact our Provider Health Educator, Ken Palermo, at ken.palermo@dhss.mo.gov or 573-291-6535.
Inside the Music

As the granddaughter of a nurse, close friend of several nurses, and now leader of over 50 nurses, I have witnessed first-hand the human cost of compassion. The call to the profession of nursing is a profound life decision that comes from a passionate desire to help. But the stamina and creativity needed to give comfort and care to others who are in pain or impossible situations exacts a toll on the caregiver. And yet—nurses return everyday, to bare witness to suffering and become involved in the lives of vulnerable people. Written after a particularly poignant day, “Let the Healers be Healed” and its soothing melody serves as reminder to all of us to care gently for one another.

Melinda Ohlemiller
Chief Executive Officer
Nurses for Newborns Foundation
Alto, folk-duo Symmetry
St. Louis, MO

For more information on the music and lyrics, please contact Melinda Ohlemiller at melinda.ohlemiller@nfnf.org.

Let the Healers Be Healed

Melinda Ohlemiller © 2008

The hollow of every bone
Hosts the marrow of remembering
Pieces of our histories and our days
Such debris that life can offer
Stored and waiting
Accumulating tinder for a blaze

Bring water to the empty well
Dig a channel to the dry field
Hold a cup for a weary soul
Let the healers be healed

Walking with human sorrow,
Minds on fire everyday
Charring all hope into a trace
Standing on this ache and sadness
Unrelenting
Nothing can grow in this parched place

Bring water to the empty well
Dig a channel to the dry field
Hold a cup for a weary soul
Let the healers be healed

Carrying so many hearts
Backs can only hold so much
Cracking and trembling with the weight
Hands upon an arm around
Love and tending
Healing that caring will create

Bring water to the empty well
Dig a channel to the dry field
Hold a cup for a weary soul
Let the healers be healed
The Missouri Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

NOTE: Various door prizes will be presented throughout the day. You must be present to win!
### INDIVIDUAL REGISTRATION FORM

**24TH ANNUAL MISSOURI NURSE ADVOCACY DAY**

**FEBRUARY 24, 2010**

**CAPITAL PLAZA HOTEL • JEFFERSON CITY, MO**

Provided by the Missouri Nurses Association
P.O. Box 105228 • Jefferson City, MO 65110
Voice 573-636-4623 • Fax 573-636-9576
www.missourinurses.org

This is an individual registration form.
If you wish to register your school, please contact the MONA office 573-636-4623.

Name: ___________________________________________________________

☐ I am a first time attendee.

Address: ___________________________________________________________________________________________________
Street      City   State    Zip

Daytime      Evening
Phone: ___________________________   Phone:___________________________   E-mail:________________________________

**REGISTRATION FEES:**
The registration fee includes materials, continental breakfast, and lunch.

- ☐ MONA Member  $ 60.00  Member #:_________________________________________
- ☐ Non-Member  $ 85.00
- ☐ Student  $ 35.00  School:____________________________________________
- ☐ I have invited my legislator to join me for lunch.  $ 20.00  Legislator’s Name:  __________________________________

(No refunds will be made due to a legislator’s absence.)

TOTAL: $______________

**PAYMENT METHOD:**
- ☐ Check enclosed (Payable to MONA)
- ☐ Charge to [ ] MasterCard [ ] Visa [ ] AmericanExpress [ ] Discover
  Card #:___________________________________________________  Exp.Date________________ CVV ___________

Cardholder Name:_________________________________________________________________

3 digit code on back

**DEADLINE FOR REGISTRATION – FEBRUARY 1, 2010**

Please return completed registration forms to:
Missouri Nurses Association • P.O. Box 105228 • Jefferson City, Missouri 65110

**CREDIT CARD POLICY:** Individuals or agencies that use a credit or debit card to pay for products and services from the Missouri Nurses Association will be charged a processing fee of 3% of the total amount per transaction. If a refund is requested, within the appropriate time frame, and the agency or individual has used their credit card in the initial purchase, they will incur a second 3% processing fee to issue the refund.

**REFUND/CANCELLATION POLICY:** We encourage you to send a qualified substitute if you cannot attend. Registration fees, less a $25 enrollment processing fee, will be refunded to participants who cannot attend and notify the MONA office in writing of the cancellation no less than ten (10) business days prior to the date of the activity. No refunds will be made after that date. There will be no refunds due to inclement weather.
What Do the Bylaws Changes Mean for You?

Several bylaw changes were approved during Convention, including a major change in district structure, as MONA will be transitioning to regions with local chapters within those regions. Each current, active District Nurses Association of MONA shall transition into a chapter within the new structured Regional Nurses Association (RNA) of MONA or dissolve the district and participate at the Regional Nurses Association level without forming a chapter.

Current regional directors will remain in office until their term expires in October 2010 at which time a new regional chair will be elected followed by an election for a Regional Executive Committee. The current regional directors will coordinate with the current district officers until a Regional Executive Committee is elected. This coordination will aid in the implementation of the approved changes. At the end of their term, the position of regional director will be phased out; however the new regional chair will have a seat on the MONA Board of Directors.

Each region shall have a Regional Executive Committee consisting of the Chair, Vice Chair, Secretary/Treasurer, and two (2) members-at-large. These offices will be voted on by regional members through a regional election held in the Summer/Fall of 2010. If a chapter is established within a region and meets the criteria as outlined in the regional bylaws, the chapter shall have a seat on the Regional Board of Directors.

Election of the Regional Executive Committee Chair will be handled on the state level similar to the current regional director elections. The MONA Nomination Committee will accept nominees by request of the regional membership or by self nomination. The Regional Executive Committee Vice Chair, Secretary/Treasurer, and two (2) members-at-large will be elected by majority vote on the regional level following election of the regional chair. The regional chair (with assistance as needed from the MONA office) will coordinate a regional election for the Regional Executive Committee, which shall be completed by January 1, 2011.

The first set of Regional Executive Committee officers will be elected with varied terms. Example: Chair and two (2) members-at-large will be elected to serve a two-year term and Vice Chair and Secretary/Treasurer will be elected to serve a one-year term; this will only be necessary the first year restructuring is implemented. The initial varied terms will create a staggered term structure; thereafter the chair and two (2) members-at-large shall be elected in the even-numbered years to serve a term of two (2) years or until their successors are elected. The vice chair and the Secretary/Treasurer shall be elected in the odd-numbered years to serve a term of two (2) years or until their successors are elected. A regional bylaws template will be available to each region as this process moves forward.

The current State Directors, as described in the 2008 MONA Bylaws, will stay in office until their term expires in October 2011. At the end of their term, the position of State Director will be phased out.

As a result of the bylaws changes, MONA dues structure will change effective January 1, 2010. The dues will be standardized for all areas of the state.

A listing of the new standardized dues structure as well as the new amended bylaws are available on the MONA website at www.missourinurses.org. Postcards were mailed to all MONA members; if you did not receive a postcard please contact the MONA office to update your address.
Keep Track of Your Spending

Buy a small notebook and take it with you everywhere you go for a couple of weeks. Write down every purchase you make.

- After a few weeks, begin putting your expenses into categories, such as food, transportation and clothing. Look at how you spend your money. You may be surprised, for example, that you spend so much on food when you are not eating at home.
- Make a list of bills paid on a regular basis, such as car insurance, rent or mortgage payments, dental checkups and even gifts.

Add your total income – all of the money you receive in salary, other payments and benefits and any earnings on investments each year. Divide your annual income by 12 to calculate your monthly income.

- Subtract your regular monthly bills and the other monthly expenses that you found by keeping track of your spending in your little notebook.
- This will tell you what money you have left for emergencies, such as car repairs. Try to set money aside for emergencies, so it won’t completely throw off your budget.
- Finally, look for ways to start setting aside some money for a savings account. Make a plan to start investing, even a small amount, so that your money can begin to grow.

Some good money management practices to keep in mind

- Never have more than two credit cards. Cancel any extra ones.
- Pay off your credit card bills and any other high interest loans or debts.
- If you can’t afford something, don’t charge it unless it is a real emergency.
- Know what you need to buy and compare shop before you buy it.
- Save for something, then buy it. For example, set $5 aside each day (or week) until you have enough to buy it.
- Have a percentage of your paycheck put directly into your savings account. If you don’t see the money in your paycheck, you will be less likely to spend it.
- Collect loose change. Save your coupon money.
- Break a habit – gum, smoking, sodas, lottery tickets – and save that money.

WISER

The Women’s Institute for a Secure Retirement works to provide low and moderate income women (age 18 to 65) with basic financial information aimed at helping them take financial control over their lives and to increase awareness of the structural barriers that prevent women’s adequate participation in the nation’s retirement systems.
Nancy has been a member of the Missouri Nurses Association since her undergraduate education. A faculty member (who was a huge influence) told her “you must always be a member of your professional organization”, working doesn’t keep the profession going being a member does.

She chairs the Committee on Nursing Practice for the Missouri Nurses Association and is a member of the Bylaws Committee.

Nancy believes the challenges for registered nurses today are really opportunities, if we navigate and strategize well. Nurses must play a key role in reforming health care. Nurses are the largest number of care providers for the citizens and residents of the United States, by numbers alone we could reform health care. Decisions must be made using an ethical guideline or thread, we cannot make decisions that are reflective of “what’s good in it for me”, we must look at the social contract we have with the public who trusts us and allows us to continue to use the title registered nurse. Education for registered nurses must be consistent as others groups have established a basic educational credential. Nurses must also have a consistent process for education to prevent misunderstanding about what is consistency in nursing education. Consistency in nursing education helps nurses provide the level of care required for the diversity of people who live in the states of the United States. Nurses must be able to articulate “end of life care.” One of the biggest frustrations in nursing practice today is how to provide care for patients who are in a medical care model of futility.

Her long term goals for her career are: to be appointed to the Missouri State Board of Nursing as a staff nurse; to become either an elected or appointed member of the American Nurses Association Congress on Nursing Practice and Economics and to become recertified in my nursing practice specialty, Emergency Nursing. She will continue to practice nursing.

Nancy has many nieces and nephews and many great nephews and nieces. Her family either has a wedding a year or a birth a year. There is nothing static in her family.

Nancy feels it is important to belong to the Missouri Nurses Association because of the opportunities to learn, explore values, network and think more broadly. Members of the Missouri Nurses Association are the “thinkers” about nursing. Nancy wants to be a thinker, not a reactor and that is why she has been a member and will continue to be a member of the Missouri Nurses Association.
Kyna Iman, MONA Lobbyist

Since 1985, Kyna Iman has lobbied in Jefferson City on legislative issues ranging from healthcare to economic development. Iman has worked extensively with all levels of state government on a variety of legislative issues. This work has facilitated a strong foundation with legislators and legislative staff in the state’s capitol.

After lobbying on behalf of the Homebuilders Association of Greater St. Louis and serving as Executive Director of Missouri Citizens for the Arts, Iman became a contract lobbyist in 1993. Since that time, Iman has lobbied on behalf of associations such as Rural Health Centers, the Missouri Dental Association, and the Missouri Foundation for Health.

As lobbyist for the Missouri Nurses Association, Iman has supported funding for the improvement of health standards and the availability of health care services for all Missourians. Iman’s grassroots programs and strategies engage nurses on the local level to promote the professional development of nurses.

Iman’s experience and far reaching contacts within state government have provided nurses access to all areas of the executive branch as well as the General Assembly. Iman is extremely dedicated and refuses to be out-worked or unprepared. Thorough research and an in-depth understanding of the client’s desired outcomes precede any contact with legislators.

Iman can be found in the State Capitol continuously during the legislative session and maintains contact with key elected officials and decision makers throughout the year. This contact assists in facilitating close relationships with legislators, the key to successful legislative outcomes. Iman’s advocacy for clients doesn’t end with the legislative session, but continues throughout the year.

As lobbyist for MONA, Iman is proud of recent work with the Advanced Practice Registered Nurses across the state to gain passage of prescriptive authority for controlled substances. Iman has been successful every year of lobbying on behalf of MONA for changes and updates to the PRIMO nurse scholarship program to make it more accessible for all nursing students.

Iman’s goal is to ensure protection of the Missouri Nurse Practice Act for all nurses in Missouri and for APRNs to be recognized as Primary Care Providers. Additionally, she works to break down barriers or restrictions for access to healthcare for all Missourians.

Now Accepting Member Submissions

Have you recently written an article that you think other MONA members would be interested in or would you like your fellow members to know of a recent accomplishment?

MONA would love to hear from our members. Please send submissions to info@missourinurses.org for consideration in future Missouri Nurse publications.
Effective Retirement Strategies

Roy Sanders, Registered Representative

Developing retirement strategies often begins by focusing on a how much question. How much do I need in order to keep my lifestyle the same, or better? How much do I need to save and invest in order to reach the first goal? In the early part of one's career, these questions help start the process.

Dr. Stephen R. Covey wrote a book (1989) entitled 7 Habits of Highly Effective People. His second habit is “begin with the end in mind.” As one gets closer to retirement, the end of a career is the beginning of retirement; thus, the question needs to change to reflect the end of retirement, not the beginning. How do I help protect my income, assets, and estate is an “end in mind” question. What do I need to learn, or know in order to age safely is another “end in mind” question. Yet another question might be “whom can I enlist to provide consultation and resources that will help me navigate through the retirement process?”

Retirement signifies a complicated stage of life. On the one hand, it signifies celebration of a life well lived and a season of self-actualization. The season of mandated meetings, work schedules, and producing now over, the retired person can take time to enjoy life in a relaxed manner. On the other hand, retirement signifies growing older, health concerns, a lowered ability to earn income, and eventually death. Building solid retirement strategies can help focus on the enjoyable aspect of this stage of life and mitigate many of the fears that surround the painful aspects.

Ten years prior to retirement, ages 52 - 57, is a good starting point to “begin with the end in mind.” One of the “end in mind” strategies is to explore the need for Long Term Care Insurance (LTCI). Long-term care includes home health, assisted living, nursing home, and hospice care. Medicare pays for skilled care, not custodial care, at home or a facility. Medicare is limited to 100 days of full and partial coverage, and must be skilled care. The difference between skilled and custodial care relates primarily to one’s ability to recover a medically defined level of independence regarding activities of daily living. Long-term care insurance is the type of ongoing assistance and/or supervision people need when they are unable to perform normal activities of daily living on their own, such as bathing, dressing, eating, toileting, or getting in and out of bed. It also relates to cognitive impairments, such as Alzheimer’s, or other forms of dementia.

Medicaid is currently the largest payer for facility based long-term care, and it requires a spend down of assets and income to poverty levels. Qualifying for Medicaid includes a “look back” period to judge whether assets and income were given away to enhance qualification.

Long Term Care Insurance is a type of protection that can help preserve assets and income, potentially avoid Medicaid, and help provide a better sense of peace of mind during the earlier years of retirement. The cost of LTCI is potentially more affordable, when started between ages 52 - 57.

For more information about Long Term Care Insurance, or retirement strategies call Roy Sanders at 877-4LTC MONA (877-458-2666) or email rsanders@jhnetwork.com.

Independence

– It starts with planning. Being financially secure Living life the way you want. That is independence.

Achieving independence requires a Sound financial plan. This includes taking into account how the future need for long-term care can impact your assets, your quality of life, and your family’s well being.

The material being presented is for informational purposes only. Although many of the topics presented may involve tax, legal, accounting or other issues, neither John Hancock, Signator Investors, Inc. and its affiliated companies, nor any of its agents, employees or registered representatives are in the business of offering such advice. Individuals interested in these topics should consult with their own professional advisers to examine tax, legal, accounting or financial planning aspects of these topics and how it applies to their specific circumstances.

128-09142009-16846331
Dedicated to Serving Missouri Nurses and Other Health Care Professionals

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The Lashly & Baer team of attorneys routinely represent nurses, hospitals, nursing homes, long-term care facilities, physicians, and other health care providers. Our team has a long history of success through alternative dispute resolution methods and trial.

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The choice of a lawyer is an important decision and should not be based solely upon advertisements.
Clinical Trial for Healthcare Professionals with Opioid Dependence

A.E. Daniel, MD, of the Assisted Recovery Centers of America, LLC (ARCA) is looking for healthcare professionals with opioid dependence to participate in a clinical trial. You must be detoxed from opioids and wish to be treated with an opioid antagonist, a drug that prevents you from feeling the effect of opiates.

VIVITROL is a medication currently approved for the treatment of alcoholism. This two year study will assess VIVITROL’s efficacy and tolerability in the treatment of healthcare professionals with opiate dependence. Participants will receive a monthly injection of VIVITROL for up to 24 months and will complete three questionnaires about daily functioning, satisfaction with treatment, and opioid craving during the visits.

You must be enrolled in a comprehensive outpatient recovery program and/or receiving regular counseling and able to participate for up to two years. If you are a female, you must use adequate contraception. The sponsor will pay for study related medical care, lab work and examinations, and study medication. You may receive compensation for time and travel.

For more information, please call; Dr. A.E. Daniel or ARCA staff at 314-645-6840 or 573-443-6930
Too busy to keep up with the latest trends and current events?

- Half day - (12:30 - 4:30 p.m.)
- Four locations
- A maximum of 3.5 nursing contact hours
- Everything you need to know!

Catch up on current issues and trends affecting your nursing practice in Missouri.

**Agenda**

- School Nurses Experience with H1N1
- Future of Nursing & Healthcare Reform
- MoANA & Board of Healing Arts
- Practical Applications of EHR
- Legislative Activities & the Political Process
- State Board of Nursing
  - Compact Licensure
  - SB 724
  - General Info & Discipline Issues
- Disaster Preparedness - Protection for Actively Licensed RNs

**Purpose**

This activity is designed to provide nurses updates on current issues and trends affecting nursing practice in Missouri.

**Audience**

This activity is appropriate for, but not limited to, staff nurses, nurse educators, managers and new nursing graduates who desire updated information on nursing practice issues and trends.

**Accreditation**

The Missouri Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

Accreditation as a provider refers only to the recognition of continuing education activities and does not imply Missouri Nurses Association or ANCC Commission on Accreditation approval or endorsement of any commercial product.

**Cancellation**

MONA reserves the right to cancel an activity if insufficient enrollment occurs. If cancellation of the activity is necessary for any reason, you will be notified by phone or mail and a full refund will be sent to you.

Registration fees, less $25 enrollment/processing fee, will be refunded to participants who cannot attend and notify the MONA office in writing of the cancellation no less than ten (10) business days prior to the date of the activity. No refunds will be made after that date. There will be no refunds due to inclement weather.

**Refund/Cancellation Policy:**

- Reasonable efforts will be made to accommodate your needs.
- If you have special needs, please notify the MONA office at 573-636-4623. Reasonable efforts will be made to accommodate your needs.

**2nd Annual Nursing Practice Update**

**Registration Form**

- May 21, 2010 12:30-4:30 p.m. Warrensburg
- June 25, 2010 12:30-4:30 p.m. Cape Girardeau
- July 30, 2010 12:30-4:30 p.m. Hannibal
- Aug 20, 2010 12:30-4:30 p.m. Springfield

Please choose one:
- $35 MONA Members (Member #____________________)
- $70 Non-Members
- $30 Students (documentation required)

Name:_______________________________________________

Credentials:__________________________________________

Address:_____________________________________________

City:___________________ State:_____ Zip:_________

Phone:____________________ Phone:__________________

Email:______________________________________________

I would like:
- [ ] to contribute to MONA PAC $_______
- [ ] to contribute to Mo Nurses Foundation $_______
- [ ] info on joining Mo Nurses Association (MONA)

**PAYMENT METHOD:**

- [ ] Check Enclosed (Payable to MONA)
- [ ] MC □ Visa □ AmEx □ Discover

Card #_________________________   CVV_______

Expiration Date ___________ Billing Zip ___________

Cardholder Name ___________________________

**Credit Card Policy:** Individuals or agencies that use a credit or debit card to pay for products and services from the Missouri Nurses Association will be charged a processing fee of 3% of the total amount per transaction. If a refund is requested, within the appropriate time frame, and the agency or individual has used their credit card in the initial purchase, they will incur a second 3% processing fee to issue the refund.

**Refund/Cancellation Policy:** We encourage you to send a qualified substitute if you cannot attend. See inside for details.

Register NOW!

MAIL: MONA, P.O. Box 105228, Jefferson City, MO 65110
PHONE: 573-636-4623, ext. 226

**Register NOW!** Reserve your spot and register today.
MONA REPRESENTATIVES
MEETING WITH CONGRESSMAN IKE SKELTON
TO DISCUSS HEALTHCARE REFORM - AUGUST 2009

DUES LOBBYING PERCENTAGE

The dues lobbying percentage for 2009 is 27.1%. For tax purposes, 27.1% of your membership dues may not be deductible, as they are used for lobbying purposes.