



Fall 2014

Tenwek Today

A publication by Friends of Tenwek

New Strategic Plan Guides Tenwek's Growth

Late last year, Tenwek Hospital approved a new strategic plan that will guide the hospital's growth through 2018. The plan was developed by a multi-disciplinary committee of stakeholders, including hospital administrators and staff.

According to the plan, "The Kenyan health system suffers from an acute shortage of health providers, with a mismatch between the disease burden and the health workforces available to provide health services. Recent figures suggest that there are approximately 18 doctors for every 100,000 people in Kenya, and around 128 nurses per 100,000."

Tenwek is committed to addressing this shortage by improving and increasing its ability to recruit, train, and retain medical staff and deliver high quality health care and services "that both improve health outcomes and further the ministry of Jesus Christ in the community."

The plan is organized around six specific focus areas that will ensure the coordination of efforts and resources to achieve the plan's objectives:

1. Provision of an enabling environment that fosters access and quality services;
2. Provision of quality clinical services;
3. Provision of quality clinical support services (i.e. laboratory, radiology, pharmacy, etc.);
4. Training for service in the community;
5. Provision of spiritual and evangelism ministry services; and
6. Monitoring and evaluation, and research.



Tenwek Campus

A detailed Annual Operational Plan will be developed each year to support effective implementation, with the work plan and budget clearly linked to the objectives, strategies, and planned activities. As stated in the November 2013 plan document, "The Tenwek Hospital strategic plan will endeavor to be responsive to the current situation and needs in the healthcare system in Kenya and to leverage on various government strategies that aim at increasing access to quality healthcare for all Kenyans."

In consultation with Tenwek administrators, the Friends of Tenwek Board has identified several initiatives that will be a priority for FOT's year-end fundraising campaign. These include establishing an outpatient clinic in Bomet; Phase II construction of the Medical Trainee housing facility; and construction of the Nursing School dining hall.

"Each of these initiatives signals Tenwek's continuing commitment to have a major impact on healthcare in Kenya," notes FOT Board Chair Dr. David Hoover. "The people of Kenya need Tenwek Hospital to grow and thrive. FOT is privileged to help raise funds for these critical projects. We are confident that many current and new Friends of Tenwek donors will respond generously when we reach out to them for support."

FOT News & Notes



Project Updates



Foundation underway for housing project

Medical Trainee Housing Project Underway

As reported in the Spring 2014 issue of *Tenwek Today*, Tenwek Hospital needs to construct additional housing facilities for the increasing number of physicians and students enrolled in its medical and surgical residency and internship programs. In January, two new orthopedic residents joined 45 other trainees including family practice, surgery residents, Kenyan medical students, interns, and visiting U.S. students. Thanks to an overwhelming response from private donors, the \$350,000 in funds needed to complete Phase I of the construction were received and the groundbreaking was held in May. When completed, the facility will include two separate, three-story buildings with several small apartments for married residents and dormitory-style housing for interns and medical students.

Water Bore Project Challenges Continue

The ongoing effort to provide a potable water supply to the Ngito Dispensary, one of Tenwek's satellite health centers, continues to be a challenge. During multiple attempts to dig and install a water bore hole, workers reached depths of more than 600 feet without finding water. In the process, two drill bits were ruined. In May, FOT Board Chair Dr. David Hoover met with Tenwek's chief administrator Geoffrey Langat to reassure him that the pledged FOT funding necessary to successfully complete the project was assured. Three more surveys are being conducted to identify other potential water sources.

HMIS Project Nears Completion

The massive project of overhauling Tenwek's outdated computer systems is nearly complete. The project – for which FOT contributed \$110,000 – has created and integrated electronic patient records; streamlined patient accounting; improved payroll processing and personnel records; and enhanced the hospital's ability to monitor, assess, and forecast its financial information. With this project, Tenwek Hospital is possibly the first hospital in all of sub-Saharan Africa to go essentially "paperless." As a result, Tenwek's patient care and administrative operations are significantly improved. Tenwek medical providers have been pleasantly surprised at the proficiency and efficiency they have gained by converting to electronic charts.

Introducing a New Look for Friends of Tenwek!

Friends of Tenwek is pleased to introduce its new logo! The design was created by staff at Silent Images, a nonprofit organization based in North Carolina that provides charities with professional photography and video services that educate and inspire viewers to give, go, and pray.



Previously, FOT used the Tenwek Hospital logo to illustrate its commitment to fostering communication among U.S. physicians who have served at Tenwek Hospital and support Tenwek's mission to treat patients in the name of Jesus and its unique "teaching-sending" ministry.

According to Dr. David Hoover, the "fish" symbol in the middle represents "the work of Christ in the world – to bring everlasting peace. The adjoined figures convey the partnership of FOT and Tenwek – with each of us unable to exist without being Christ-centered in our walk. The symbol also truly illustrates how friends in Kenya walk together." FOT has incorporated the new logo into its website design and refreshed the site with many new photos.

Nursing Students Need New Dining Hall

One of the critical needs identified in Tenwek Hospital's new Strategic Plan (2014-2018) is the need to increase and retain clinical staff.

"Tenwek Hospital has had many staff stay and serve for years in the past; however, the younger staff have not kept to that tradition. Many of the young providers do not serve for long before moving on to other organizations and/or other parts of the country. This has impacted significantly the intent of the Hospital to recruit and maintain a consistent and adequate number of providers, which is in alignment with the ideal staff to patient ratio. The target will be to achieve high staff satisfaction and an annual retention rate of at least 90% in all major staff cadres."

This is particularly important in the area of nursing. With the planned addition of 200 new beds by 2017, the total number of beds at Tenwek will increase to 500. This growth will necessarily demand a growth in the number of nursing professionals qualified to serve. Tenwek estimates that 50-75 percent more nurses will need to be added to the staff. Fortunately, Tenwek's School of Nursing is highly respected for its training programs and has an exceptional record of student achievement on national nursing exams.

The School of Nursing, which is accredited by the Nursing Council of Kenya, currently trains some 100 nurses annually. The program, which requires three and one-half years of study to complete, grants diplomas that qualify students for service as midwives, general nurses, or community health nurses. Training is delivered by 12 faculty members in a cyclical pattern: students attend weeks of intensive classroom training interspersed with months of experience in the clinical areas.

The new dining hall will enable students to dine with all their classmates and will make it more efficient to schedule classroom, laboratory, and clinic assignments throughout the day.

Currently each year, 20 new students are accepted to the program to replace the graduating students. The school has received permission from the Council to increase

Tenwek Impact



Nurses in training

enrollment to as high as 40 students per year. That expansion, seen as a key to securing qualified nursing staff for the hospital, will require a significant investment in upgrading the school's infrastructure.

The expansion of the School of Nursing, along with a number of other educational and social strategies to successfully recruit and retain nursing staff, is detailed in the Strategic Plan. One major initiative is the construction of a new dining hall for the nursing students as a new and essential part of the school's infrastructure.

Currently, nursing students must eat in shifts in a small facility that increasingly cannot accommodate the growing number of students. The new dining hall will enable students to dine with all their classmates and will make it more efficient to schedule classroom, laboratory, and clinic assignments throughout the day. This will improve the educational and social environment, increase student satisfaction, and enhance the reputation of Tenwek's School of Nursing.

As part of its 2014 year-end appeal, the FOT Board has pledged to raise \$80,000 for the construction of the nursing school dining hall. More details about how to support this important project will be provided in the next newsletter.

Spotlight

Mercy Fund Creates “Win-Win” for Children, Families, Orphanage, and Tenwek



Mercy Fund supports medical care of orphanage children

Moved by the love and care being provided to Kenyan children through a network of five orphanages near Tenwek Hospital, an anonymous donor approached FOT with an idea. The donor proposed establishing a fund that will be used to pay for the medical care of orphanage children who are treated at Tenwek.

This creative and generous gift – called the Mercy Fund – helps in diverse ways. The availability of third-party funds to pay children’s medical bills relieves their relatives (often grandparents) from the burden of having to pay hospital bills from their own limited resources.

With a new source of funds for medical care available, the orphanage will not have to pay the child’s hospital bill from its general funds; this makes the funds available for other purposes. And Tenwek will not have to pay the bill from its own emergency fund for the poor, thus leaving more money available for the care of other patients who cannot pay.

Best of all, the children have access to the best available care from skilled and compassionate medical staff. The Mercy Fund creates a “win-win” for everyone involved!

The founding gift of \$10,000 was directed by FOT to a dedicated fund. Payment is dispersed to Tenwek as needed, at the request of the Mercy Fund Committee which is chaired by Amy Bemm, the missionary director of the five orphanages. As the fund is drawn down, FOT will replenish it with new gifts from donors.

To make a secure, online gift to the Mercy Fund, please visit the FOT website at: www.friendsoftenwek.org

Checks also can be mailed to:
Friends of Tenwek, Inc.
6277-600 Carolina Commons Drive
Box 191
Indian Land, SC 29707
All gifts are tax-deductible.

Stay Connected



FOT’s Mission

Friends of Tenwek is committed to fostering communication among U.S. physicians who have served at Tenwek and know first-hand how vital the hospital’s medical and spiritual mission is to the people of Kenya and beyond.

How You Can Help

- **Pray** for the hospital’s staff, operations, and specific needs we will bring to your attention.
- **Be an ambassador** for Tenwek to your church’s mission and/or service board and leaders.
- **Encourage colleagues** to consider a volunteer service assignment at Tenwek.
- **Return to Tenwek** for a volunteer assignment in your area of medical expertise.
- **Make a financial gift** to meet critical needs at Tenwek Hospital or **become a Sustaining Friend** – friendsoftenwek.org/about-fot/ways-to-help/

Serve at Tenwek

If you want to use your medical skills and specialty training to serve the people of Kenya, it’s never too soon (or too late) to visit. Physicians from all specialty areas are needed and welcomed. Short-term service trips to Tenwek Hospital for Christian physicians, dentists, and other medical professionals are arranged through World Medical Mission, a division of Samaritan’s Purse. For information about short-term assignments, please visit the World Medical Mission web page at samaritanspurse.org/index.php/wmm/

Share Your Story!

In our experience, every U.S. physician who serves a short-term medical mission at Tenwek has a deeply personal experience. Your Tenwek experience is important to us – and to your colleagues. Please visit the FOT website to learn how to share your story. We want to hear from you!

Visit the Friends of Tenwek Website & Facebook Page!

The Friends of Tenwek website (friendsoftenwek.org) brings you the latest news from Tenwek Hospital, and keeps you up-to-date on what the missionary doctors and their families, visiting physicians, and hospital staff are doing in support of Tenwek’s unique medical and spiritual mission in Kenya. The site includes links to the blogs maintained by Tenwek staff and offers you the opportunity to share your own Tenwek story.

Visit our Facebook page (facebook.com/FriendsOfTenwek), to join a vibrant online community of Tenwek “alumni” who want to remain in touch with the hospital and with their Tenwek colleagues.

Tenwek Hospital Mission: *Tenwek Hospital is a Christian community that seeks to exemplify Christ in all aspects of what we do. Our motto, We Treat – Jesus Heals, is Tenwek’s guiding belief and the hope that we offer to each patient.*

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