



Meet Mr. James Kibe, an Exemplary Nurse and Role Model to Many



They say that the only way to succeed is to love what you do. This is evident when you meet Mr. James Kibe on duty; his passion for his nursing career is infectious!

Mr. Kibe works in the Wairegi Men's ward as the nurse in-charge of the High Dependency Unit (HDU). Over the years he has done a tremendous job in monitoring nurses in the HDU and is looked up to by many of his colleagues as a role model.

He is also very active in mentoring students from Kijabe College of Health Sciences. He goes the extra mile to ensure that students are well oriented and have the capacity to meet their objectives, as well as teaching nurses and students within the department.



He is also the coordinator of the Daystar University students who do their rotations at Kijabe Hospital.

Mr. Kibe has proven himself to be quite an asset to the hospital. He has a positive attitude towards all he does and is always eager to take on extra responsibilities. Congratulations James!

Kudos! Ms. Rehab Wambui - Pediatric Nurse

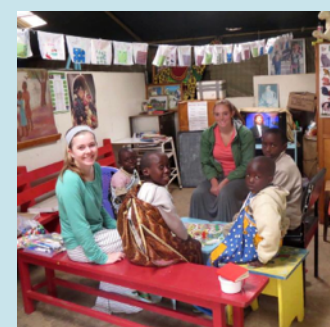
Bethany Kids at Kijabe Hospital is proud to announce Ms. Rehab Wambui as one of their exemplary staff members this quarter. Ms. Wambui is a dedicated nurse who works in the pediatric ward; she is a good team leader and is a mentor to many of her colleagues. She has a record for meticulous work and has attained above 90% in her annual job appraisals. Ms. Wambui is also a quick learner and is always eager to take on new tasks and responsibilities.



Ms. Wambui received a certificate as a token of appreciation during June's "Thank God it's Friday" [TGIF] Lunch Meeting. TGIF is a monthly event organized by the management of Bethany Kids, to bring staff together to reflect on as well as celebrate their achievements. Ms. Wambui's portrait will be hung in the pediatric ward for the entire quarter as a champion of excellent service to patients and colleagues.

Bethany Kids at Kijabe Hospital started this initiative of awarding excellent performance amongst its staff to motivate and appreciate the good work that is being done in the pediatric ward.

Kijabe Pulse congratulates Ms. Rehab Wambui on her achievements and thanks her for being the light of Christ to so many people around her.



In the summer of 2013, Kathleen Burns and her friend, Anna, spent three weeks volunteering in the pediatric ward, at Kijabe Hospital. This experience had a tremendous impact on Kathleen's life and when she returned home, she knew she wanted to maintain her connection with Kenya, and especially Kijabe Hospital.

As part of a business class at Kathleen's high school, the students were asked to develop a product idea, produce the product, sell it, and donate the profits to a charity of their choice. Kathleen quickly suggested "The Needy Children's Fund at Kijabe Hospital" as the recipient of these profits. The entire class got excited about helping kids in need, produced a "bucket hat," marketed it, sold many of them to family and friends, and raised \$2,163.75!

Heartfelt thanks to Wayland High School, Kathleen Burns, student CEO Michael Goodman, and all the students of (Sub)Urban Hatfitters, Inc. for making a tangible difference in the lives of so many needy children. May you continue to make a positive impact in the world around you.

Welcome From Mrs. Mary Muchendu, Executive Director, Kijabe Hospital

This quarter, AIC Kijabe Hospital has seen the installation of a 600 cubic meter water tank (ensuring a steady and bacteria-free supply of water), the on-going construction of the new pediatric wing, and the continued growth of our training programs in house and long-term (especially within the Nurse Anesthesia Training Program and the Kijabe College of Health Sciences). God continues to surprise us as He expands His kingdom on earth in this place. There are so many accomplishments, new partnerships, and stories of hope to celebrate in this issue of The Pulse, and yet, we cannot take credit for this ourselves.

"But he said to me, 'My grace is sufficient for you, for my power is made perfect in weakness.' Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me." (2 Corinthians 12:9)



We do not engage in this ministry alone. We rely on the body of Christ who work together to further God's purposes at Kijabe Hospital – from the selfless acts of staff members in the care of the sick and vulnerable to friends from overseas who give of their time and financial resources to make a difference in this place. We do not work alone. We are constantly reminded of the fact that we need God's power at work within us if we are to be the light that He called us to be.

Miracles abound here on a daily basis. Christ's light is continually transforming individuals who come seeking care and compassion. The sick are being treated and healed, the lame are walking, and the darkness is being conquered in small and big ways.

Next May 2015, we will be celebrating 100 years of ministry at Kijabe Hospital. We will gather together to glorify our father in Heaven for all He has accomplished here in Kijabe. We hope that you are able to join us as we stop to ponder and look upon in wonder all He has done.

Mrs. Mary Muchendu
Executive Director



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New Technology is Pioneered at AIC Kijabe Hospital



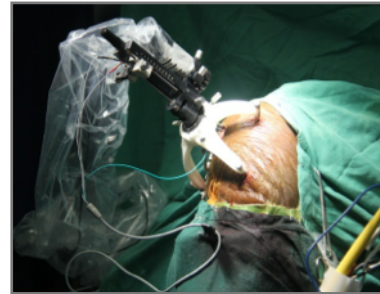
Dr. Jason Moyer, PHD supporting the surgical team

On May 22nd, advanced web-based brain mapping technology was used to perform a ground-breaking operation, between a team of doctors in Pennsylvania and Dr. Albright's team at AIC Kijabe Hospital! This revolutionary operation resulted in life-changing benefits to a young Kenyan patient with chorea, a severe movement disorder.

This patient, a 25 year-old woman from Kenya, had fought a 17-year battle with severe chorea, which frequently resulted in significant self-injury due to excessive movements in her hands. After developing the movement disorder as a child, Dr. Albright's patient and her family made exhaustive attempts to control the disabling symptoms, including trialing seven different oral medications over the past three years with no improvement. In consultation with Dr. Montgomery and a movement disorders neurologist in Israel, Dr. Albright believed that a pallidotomy was indicated.

The surgery was performed at AIC Kijabe Hospital and allowed pediatric neurosurgeon Dr. Leland Albright the real-time expertise of intraoperative neurophysiologist Dr. Erwin B. Montgomery Jr. in Pennsylvania to monitor brain cell activity as Albright passed a micro-electrode down to a target deep in the brain.

Only days after the surgery, the patient's movements had ceased and in turn dramatically improved her quality of life. Because of the unprecedented success of this surgery and with this new technology, two teams previously required to operate in the same room, can now virtually connect offering the same hope brought to Dr. Albright's patient, to underserved patients worldwide.



Dr. Albright preparing to insert the microelectrode.

Going Beyond Hospital Care to Reduce Maternal Newborn Deaths

In Kenya, maternal and newborn mortality is high. Maternal mortality is frequently related to the high number of women who deliver without the benefit of a skilled birth attendant. In Kenya, about 56% of women deliver their baby without the assistance of someone who has been trained. In some high-risk rural regions up to 80% of women deliver without a skilled birth attendant, many of them delivering at home completely on their own. The newborn mortality rate has not shown much improvement over recent years and national statistics estimate 31 deaths per 1,000 live births. In rural areas, these mortality rates are substantially higher than the national average.



In the context of a real life teaching and learning laboratory, and in conjunction with the Ministry of Public Health and Sanitation, we have developed culturally appropriate adaptations of evidenced-based interventions in maternal and child health. Currently, we are training volunteers (who live in rural settings with various levels of literacy) basic concepts about safe motherhood, delivery, and newborn care.

The AIC Kijabe Maternal & Newborn Community Health Project (MNCH) over the last 5 years developed a training center to mentor healthcare providers at the community level. This has resulted in quantifiable behavior change towards improving the livelihoods of individual family units. These empowered families are able to prevent ailments and make timely decisions in seeking healthcare for mothers and newborns.

Around 10,000 people live in the Deep Sea Village Slum, in Nairobi, crammed into makeshift shacks and surviving on just 1% of the city's useable land. People here live without adequate access to water, roads, hospitals, schools and other essential public services.

On one particular day, a mentored community health worker took us through the slum to visit one of the households she worked with. In this household we were shocked when we found a five-week-old newborn in a room without ventilation where the mother was cooking with a jiko (stove) inside the house. Bakari, AIC Kijabe Hospital's CHEW, was able to advise the mother on the risks associated with the fumes from the cooking stove and thus, help her make more educated decisions around the care of her newborn baby.



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A Mentored CHEW {Community Health Care worker} in the Deep Sea Village Slum



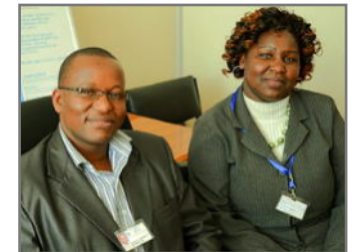
Children saying hi to CHEW

"I'm Proud to Be a Health Worker": Improving HR Management at Faith-Based Organizations in Kenya." (Copyright courtesy of CapacityPlus)

Kijabe Hospital is affiliated with the Christian Health Association of Kenya (CHAK). Faith-based organizations make a major contribution to health service delivery: CHAK and the Kenya Conference of Catholic Bishops (KCCB) provide about 40% of the country's health care through approximately 900 facilities.

CapacityPlus's Doris Mwarey worked with CHAK and KCCB to develop a comprehensive generic human resources management policy document, which they used to guide the implementation of a set of policies and procedures for the workforce and the working environment. This process began under the USAID-funded Capacity Project and went forward with the support of CapacityPlus and Capacity Kenya.

In a recent article, CapacityPlus selected AIC Kijabe Hospital as a successful case study of how their policies and procedures were being implemented effectively. Our very own Charles Thiong'o (HR director) and Mary Njuguna (Education Coordinator) used the generic policy to develop a document specific to their setting. "Having the policy framework made us look at all the facets of human resources," Thiong'o remarked, "from the point of recruiting and how we contract to how we manage performance and [AM1] even issues that would have probably been overlooked, like sexual harassment. We've been able to approach issues from a strategic viewpoint of how to manage health workers in the health sector. This was a real big boost for us; at I would say zero cost."



Mr. Charles Thiong'o - HR Director and Mrs. Mary Njuguna-KH Education Coordinator

In a participatory process, they involved the heads of all departments, then senior management and the board, which declared the new policy a "big win." All staff received training on the details of the policy. "It has brought a lot of satisfaction to the employees," Njuguna reported, "because they feel that every employee is to be taken in a fair way—there is a document that is being followed."

She added, "I'm proud to have helped introduce this document, and I'm proud to be a health worker."

"We've been able to achieve very many things," commented Thiong'o, "including revamping our performance management system, working on tools that will accompany the document, and even salary schemes that will help us manage compensation in a way that is fair." The HR department has grown from one staff member to five, including a director position that didn't exist before. He shared that "the HR policy has really boosted my confidence. I'm really proud to be part of that team, coming up with solutions to solve the health workers' needs. And I think one of these days we shall be a model of retention of health workers."

The hospital is also using CapacityPlus's iHRIS software to keep track of its health workforce data and use the information for decision-making. Capacity Kenya is supporting this process.

For his part, John Kuria has much greater clarity about his role. "I started setting targets and goals, which are reviewed quarterly," he reported. Mary Kinyariro added, "I have seen big changes in HR." Communication improved, and there are regular meetings of managers and staff. New hires receive an appointment letter and orientation. "The HR office has been supportive," she praised. "Kijabe has improved my life." And their colleague Grace Njoroge, a nurse, said she appreciates having easy access to the policies along with support from HR in interpreting them.

Spiritual Emphasis Week Organized by the Chaplaincy Department



The chaplaincy department organized a powerful Spiritual Emphasis Week towards the end of May, with Rev. Mathews Mwalwa from A.I.C Milimani as the guest speaker. Rev. Mwalwa has a long history as a motivational speaker with a touch of humor that no one can resist.

The theme of the spiritual emphasis week was driven by his compassion. To be moved by God's compassion (as indicated in Matthew, 9:36) has to involve a process that originates from within a person and then manifests itself outwardly as we serve each other. Throughout the week, the chapel was full to capacity as people came to hear and be taught about showing compassion in every aspect of their lives, just like Jesus did.

It was very insightful to see how we can show compassion in every little thing we do. Rev. Mwalwa took the hospital staff through each of the steps necessary to ensure excellent communication skills, to be competent, focused, and courageous. He also taught about the importance of having the ability to discern, as well as how to be generous and pro-active as we serve God's people in Kijabe, through compassionate healthcare service delivery.

Rev. Mwalwa emphasized the fact that we should take our positions as people created in plans and purpose of God. It is only then that we will find purpose in serving other people in Kijabe hospital and beyond. Therefore we are encouraged to have self appreciation, self motivation and self appraisal in order to be effective in having compassionate care towards others.



Because spirit is an important dimension of human wholeness and the healing process, our mission as the chaplaincy department is to assist patients, families and staff as they face the emotional and spiritual impact of illness and crisis. Our chaplains tirelessly help people deal with issues of fear, loneliness, and ethical values, questions of meaning, hopelessness and hope.

The Mizizi Experience



Another 50 staff and students have obtained their Mizizi story through the ten (10) weeks experience. Mizizi Season V ended on 28th April 2014 with the 50 staff students going through the 10 weeks of reconnecting with God, their purpose in Kijabe.

All 50 were given certificates for this achievement. As many recounted, it was a time of refreshing and reconnecting with God.

Mizizi is part of the discipleship safari adopted by the hospital to help staff live out the true spirit of a missionary – a man with a mission! It aims at helping the staff at the hospital to connect with God and their God given purpose. The safari's fundamental is setting and recapturing the right culture for the hospital – living with purpose!

Charles Thiongo the Mizizi Champion and also HR Director Notes, *“Now I am recruiting for a hospital that believes in using the provision of healthc...are services as a means to make Jesus known and felt. I therefore seek one who knows Jesus and help them to know Jesus more so that they can deliver the mission...we therefore not only recruit but also develop missionaries! This is our culture, Jesus culture living for and selling Jesus to the patients through our service...”*

WATCH OUT FOR THE NEXT SEASON!



The first class of South Sudanese Nurse Anaesthetists due to graduate this year from the Kijabe College of Health Sciences.

South Sudan is Africa's youngest nation. After decades of unrest, the country finally has a chance to take stock of what it has lost and start rebuilding its infrastructure. The healthcare system has especially suffered as a result of the brutal effects of war and according to a “Save the Children” report; South Sudan is one of the most dangerous nations on earth in which to give birth. With more than 2,000 deaths per 100,000 live births, South Sudan has one of the highest maternal mortality rates in the world. South Sudan also has the fourth highest infant mortality rate in Africa with 151 children dying before the age of one. Building the human resource capacity for health is one of the strategies that the Government of South Sudan is employing to strengthen the social support systems, especially in the area of maternal mortality.



Having taken part in a number of short term medical missions with surgical and anesthesia teams from Kenya, Dr. Mark Newton, a Consultant Anesthesiologist at AIC Kijabe Hospital, saw firsthand the great need for anesthesia training in South Sudan. South Sudan has only one trained anesthetist doctor and five trained anesthetist nurses / clinical officers, to cater for a population of over 10 million people in the country. Dr. Newton sought financial support from African Mission Healthcare Foundation/Hospital Support Organization to support the training of nurses at the Kijabe College of Health Sciences (KCHS).

In 2013, the first class of South Sudanese students arrived at Kijabe to enroll in The Kenya Registered Nurse Anesthetist Program (KRNA). This program began in the 1990's and trains Diploma level nurses to perform officially recognized anesthesia at a high level throughout rural East Africa. These South Sudanese students have faced and overcome numerous challenges including language and cultural barriers and a rigorous competency based training program. This program aims to train 45 South Sudanese nurses in three cycles over the next five years within the Kenya Registered Nurse Anesthesia Program at KCHS.



The first class will sit for the Nursing Council exam in July, and Lord willing, pass and travel back to South Sudan to serve their people and country. “Now I am able to anesthetize a patient and take good take of them. I am eager to apply what I have learnt here in my home country,” proclaims one of the South Sudanese students, Bedjowk Ezekiel.

Kijabe College of Health Sciences Short Courses Currently Offered:

1. Community Health Extension Worker In-service Course
2. Teaching Methods Refresher
3. Basic Life Support for Healthcare Providers
4. Advanced Cardiovascular Life Support (ACLS)
5. Infant and Young Child Feeding (IYCF) Training
6. Good Clinical Laboratory Practice (GCLP)
7. Emergency Triage Assessment and Treatment (ETAT)
8. Emergency Obstetric and Newborn Care (EMONC) For Trainers Of The Trainers (TOT)
9. Advanced Life Support in Obstetrics (ALSO)
10. Pediatric Advanced Life Support (PALS)
11. Integrated Management of Childhood Illness (IMCI)
12. Advanced Trauma Life Support (ATLS)
13. Basic Trauma Life Support (BTLS)
14. Phlebotomy
15. Continuous Quality Improvement for Health Care Workers
16. Emergency Obstetric and Newborn Care (EMONC)



first perio-parative class in KCHS

Kansas to Kenya [K2K] - Kijabe Hospital Dental Outreach

Kijabe hospital offers a wide variety of Dentistry and Orthodontics services. The Dental Department has two dentists, two community oral health officers, three lab technicians, five dental assistants and two receptionists providing quality dental treatment at an affordable price. Services offered include: Scaling, extractions, fillings, crowns and bridges, orthodontics, and dental implants.

Thanks to Kansas to Kenya [K2K], the Dental Department conducts dental outreach programs every first Saturday of the month. On Saturday, May 3rd, 2014, the dental team, led by Dr. Monisarah Wahihia, conducted a dental outreach in the town of Maai- Mahiu. Upon the team's arrival, many patients lined-up to be seen by the dental team. "This is a great encouragement, since we sent out the message through word of mouth and we never thought we would have such an impressive turn-out," noted Dr. Wahihia.

A total of 40 patients were registered at the beginning of the outreach trip. Out of the 40, 27 patients had their teeth extracted, while 4 of them had scaling done. Most of the patients who had tooth extractions needed their teeth cleaned also and were encouraged to return on the 5th of July when the dental team plan to make another outreach trip to Maai Mahiu. The remainder of the patients were referred to Kijabe dental clinic for further management.

AIC Kijabe Hospital appreciates the support provided by K2K, which helps enable the hospital to fulfill its mission "to be a leader in the provision of excellent health care in Sub Saharan Africa to God's Glory".

We also extend our gratitude to the staff of Maai Mahiu health centre for the support they gave to the dental team during the outreach.

Thanks also to our dental team who gave of their time, skills and resources to serve others in need.



What does a 600 cubic meter potable water tank look like? It looks like this!



In May, ground was broken on a massive new water storage tank for Kijabe Hospital. When complete, it will increase by 2.5 times the current water storage capacity, providing for the first time in Kijabe Hospital's 99 year history a dedicated storage for disinfected, filtered drinking water.

Designed by the Engineering and Facilities (E&F) team, in partnership with two Australian engineering companies (Aurecon and Inside Infrastructure), the construction contract for the tank was awarded to Civicon Ltd for 15M Kenyan Shillings. It will be commissioned and placed in service by the end of June.

When the Bethany Kids Children's Center is completed, the hospital will have a daily water consumption of between 410 and 615 cubic meters of water per day, on average, and construction of this water tank is planned as the first of two large tanks suitable to provide two days' worth of backup storage in the event of a loss of supply. Identified in 2010 as a key infrastructure upgrade recommended by the Kijabe Hospital's 10 Year Master Plan, this water tank along with the upgrade of the electrical system (completed in 2012) and the sanitation system (in progress), are examples of major projects undertaken by Kijabe Hospital to address core infrastructure needs to ensure a sustainable future for our provision of health care to God's glory.



News from Kijabe!

- Many thanks to the **Irish Kenya Society** for donating funds to the hospital to purchase 3 Pediatric Mannequins. These will be used to teach invaluable CPR and intubation skills to nurses and doctors.
- France has loaned money to the Kenya Government to improve roads in rural Kenya. If you have ever been to Kijabe Hospital, you will be familiar with the very bumpy road that leads from the main highway down the escarpment to Kijabe. It is a 20-minute drive on one of worst roads in Kenya! Imagine being in labor or having a broken bone and having to navigate this road...this is what our patients have to endure. The bumpy road leading to Kijabe is on the list of roads to be repaired! Praise God!
- Our **Facebook page** has received over 1,150 likes! Many new friends are following what God is accomplishing in this place. If you have not already done so, please visit: <https://www.facebook.com/AICKijabeHospital>, like us, and stay tuned for exciting developments at Kijabe!
- Thanks to all of our **individual donors** who have given to the hospital's needs, via pay-pal. Your donations are much appreciated and immediately put to great use, impacting the lives of countless vulnerable patients.
- Save the Date – **May 18th-23rd, 2015!** Next year, Kijabe Hospital will be celebrating its centennial anniversary. We are planning a week of exciting events culminating in a Gala Dinner. Please consider joining us from far and near as we plan to glorify God for the growth of the ministry at Kijabe Hospital.



How Can You Help?

We invite you to discover new opportunities for involvement at Kijabe Hospital. You can help in any of the following ways:

- **PRAY** for the hospital's staff, leadership, board of director's, general operations, patients and resource mobilization (RM) efforts. The RM department recently submitted a grant application to USAID for additional housing for trainees as we are currently at maximum capacity. Please pray for the Lord's favor on this application.
- Be an **AMBASSADOR** for Kijabe Hospital to your church, friends and family – show the videos found on our website to tell the story of what God is doing in this place.
- **ENCOURAGE** friends / colleagues to consider a short or long-term volunteer medical assignment at Kijabe Hospital. We are in desperate need of doctors to come and serve during the month of December. Please email: meddir.kh@gmail.com for more information.
- Make a **FINANCIAL GIFT** to meet the urgent needs at the hospital. Our most urgent equipment needs this quarter are Electrocautery Units and Theatre Lights. We are gratefully accepting donations via pay-pal at: <http://kijabehospital.org/make-a-difference/urgent-equipment-needs>

To be featured in the next issue of Kijabe Pulse, send your picture/story/highlight to Henry on newsletter.kh@kijabe.net