

MICHIGAN'S ORGAN DONATION LEADERS

HHS recognizes 16 hospitals for saving lives and challenges them to intensify efforts

There was no mistaking the immensity of organ and tissue donation as hundreds gathered in Grapevine, Texas, for a massive celebration of lives saved, lives improved and jobs well done.

And when the lights dimmed at the Sept. 30 ceremony, 16 Michigan hospitals were holding Medals of Honor for excellence in their organ and tissue donation efforts. The Fifth Annual National Learning Congress for Donation and Transplantation was sponsored by the U.S. Department of Health and Human Services.

Munson Medical Center in Traverse City took home the gold and was the only hospital of its size in the nation

to win the highest award for meeting across-the-board standards for conversion rate, DCD donors and organs transplanted per donor.

"Michigan's 16 hospitals earning Medals of Honor should be very proud of their critical work," said Richard Pietroski, CEO of Gift of Life Michigan. "Their dedication saved hundreds of lives and made life better for thousands more."

Of the roughly 3,000 hospitals nationwide, 430 earned Medals of Honor for some level of achievement. Sixty hospitals in the same size category as Munson received silver or bronze medals. It stands alone with gold.



Michigan hospital and transplant center representatives and the Michigan Health & Hospital Association join Gift of Life Michigan at the Fifth Annual National Learning Congress on Organ Donation and Transplantation in Grapevine, Texas.



The Winners

Sixteen Michigan hospitals earned Medals of Honor for excellence in organ donation. Munson Medical Center earned a gold. Fifteen others received silver awards. Six hospitals have received medals in all five years they have been awarded.

- Borgess Medical Center, Kalamazoo*
- Bronson Methodist Hospital, Kalamazoo**
- William Beaumont Hospital, Royal Oak*
- William Beaumont Hospital, Troy*
- Henry Ford Macomb Hospital, Clinton Twp.*
- Mt. Clemens Regional Medical Center**
- Munson Medical Center, Traverse City*
- Northern Michigan Regional Hospital, Petoskey*
- Oakwood Hospital & Medical Center, Dearborn*
- POH Medical Center, Pontiac*
- Sinai-Grace Hospital, Detroit*
- Sparrow Hospital, Lansing**
- Spectrum Health Butterworth Hospital, Grand Rapids**
- St. Joseph Mercy Hospital, Ann Arbor**
- St. Mary Mercy Hospital, Livonia*
- University of Michigan Hospital, Ann Arbor**

**Hospitals that have won a Medal of Honor in each of the five years it has been awarded.*

GIFT OF LIFE'S MISSION

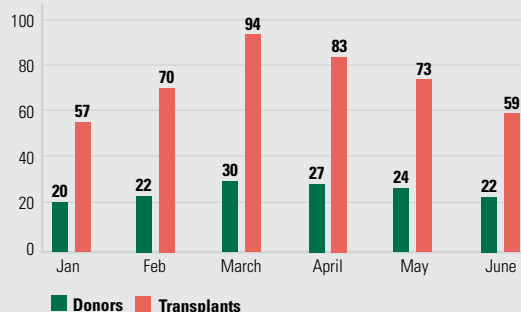
To improve and extend the lives of the citizens of the state of Michigan by increasing public and professional participation in organ and tissue donation for transplantation.

Top 10 Organ Donation Hospitals

First six months of 2009

- Spectrum-Butterworth Hospital – 15
- Hurley Medical Center – 8
- St. Mary's of Michigan, Saginaw – 7
- St. Joseph Mercy Ann Arbor – 7
- Henry Ford Hospital – 7
- Borgess Medical Center – 7
- Bronson Methodist Hospital – 7
- Mt. Clemens Regional Medical Center – 6
- Sinai-Grace Hospital – 6
- St. John Hospital and Medical Center – 6

Organ donors and transplants by month for 2009





Sparrow Hospital, Lansing: Lisa Harris, manager of NICLU, neuro step down, with Dusty DeHaven of Gift of Life.

Celebration of Success

“It’s when the physicians, senior leadership and staff work together around a common goal of increasing their donation rates and, ultimately, saving lives.”

SAM WATSON, MHA’s senior vice president of patient safety and quality



Above, **Henry Ford Macomb, Clinton Township:** Corinne Naas, critical care nurse and clinical leader, Heart & Vascular Institute, with Richard Pietroski, CEO of Gift of Life.



Far left, **St. Joseph Mercy Hospital, Ann Arbor:** Rebecca Williams of Gift of Life with Mary Johnson, patient resource manager and liaison for organ and tissue donation.



Left, **University of Michigan Hospital, Ann Arbor:** Josh Angel of Gift of Life, with Mark Gravel, director of Donation Initiatives and Quality Improvement; Kathy Allen, Donation Initiatives specialist; Lynda Harwood of Gift of Life and Anne Murphy, Transplant Center administrative director.



St. Mary Mercy Hospital, Livonia: Sheri Sinar of Gift of Life with Sandy Perez, director of special care.



Michigan Health & Hospital Association: Brittany Bogan, project coordinator, with heart recipient Jessica Melore from New Jersey Organ & Tissue Sharing Network.

“We need to have, at the highest level – the highest – a commitment to donation.”

RICHARD PIETROSKI,
CEO Gift of Life Michigan

Michigan hospitals and transplant centers were honored this fall at the Fifth Annual National Learning Congress on Organ Donation and Transplantation in Grapevine, Texas.

The National Learning Congress was a time to celebrate, mingle, pat each other on the back, be reminded of our crucial mission and recommit to one ultimate goal: That nobody dies on the waiting list.

“We need to make organ and tissue donation a piece of the fabric of our society.”

ELAINE BERG, CEO New York Organ Donor Network



Above, *POH Medical Center*: Sheri Sinar of Gift of Life with nurse Susan Alban.

Below, *Spectrum Health Butterworth Hospital, Grand Rapids*: Dayna Batterman, MICU nurse with Bill Leeder of Gift of Life; Connie Mattice, trauma/organ program manager, Todd Nickoles, surgical ICU nurse; Krista Jackson, pediatric ICU nurse at Helen DeVoss Children's Hospital; Jeremy Bainbridge, respiratory therapist, and Liz Kuklewski, adult ICU nurse at Spectrum Health Blodgett Hospital in Grand Rapids.

Bottom, *William Beaumont Hospital - Troy*: Michelle Trachsel of Gift of Life, with physician champion Dr. Sam Allen and Nancy Nelson, administrative manager of Surgical ICU and organ donation liaison.



Munson Medical Center, Traverse City: Sarah Helveston, ICU nurse, with Craig Crummel, emergency room nurse; Jan Frenchi, cardiac nurse, and Dusty DeHaven of Gift of Life.



Mt. Clemens Regional Medical Center: Nurse Christine Fontana with Richard Pietroski, CEO of Gift of Life.



THE DASHBOARD

A look at hospital performance in the first half of

2009

What goes into the dashboard

The dashboard contains data from the top 48 donor hospitals in Michigan for the first six months of 2009. It has the total number of organ donors, as well as the number who were donors after cardiac death, or DCD and for tissue donors. (The DCD numbers are included in the total number of donors.)

The other critical measures of the donation process are color-coded to give a quick idea of how a hospital is doing. Green means the hospital meets the goal; yellow means the performance is slightly below the goal; and red means the hospital needs to take action to improve performance. At right, you'll find definitions of the measures and national goals established by the U.S. Health Resources and Services Administration (HRSA). The information is also available at www.ustransplant.org.

Gift of Life Michigan in first half of 2009*	
Organ donors	145
DCD donors	29
Tissue donors	397
Referral rate	98%
Timely notification rate	88%
Appropriate request rate	96%
Conversion rate	82%

*Donor figures are for the entire organization.

Referral rate: The percentage of imminent deaths reported to Gift of Life Michigan. The goal is for ALL deaths to be reported. A low percentage means there may have been missed opportunities for organ donation.

Green: 100 percent Yellow: 90-99 percent Red: < 90 percent

Timely notification rate: The percentage of imminent deaths that were reported within one hour of meeting clinical triggers established by the hospital, e.g., severe neurological trauma, on a ventilator, Glasgow Coma Scale (GCS) of 5 or less. A low percentage means the referrals are not being made in a timely manner.

Green: 100 percent Yellow: 90-99 percent Red: < 90 percent

Appropriate request rate: The percentage of requests to a potential donor's family that involved a collaborative approach with a trained, designated requestor from Gift of Life Michigan. All approaches should be done this way; any variance is a violation of Centers for Medicare and Medicaid Services (CMS) rules.

Green: 100 percent Yellow: 90-99 percent Red: < 90 percent

Conversion rate: The percentage of potential donors who became actual donors. It is based on Health Resources Services Administration (HRSA) standards, which include "eligible death donors," DCD donors and donors who are over age 70. The national goal is at least 75 percent.

Green: 75 percent or greater Yellow: 70-74 percent Red: < 70 percent

Note: N/A (not applicable) means there were no eligible death donors, so a rate cannot be computed.

Allegiance Health (formerly Foote)	
Organ donors	0
DCD donors	0
Tissue donors	7
Referral rate	N/A
Timely notification rate	N/A
Appropriate request rate	N/A
Conversion rate	N/A

Battle Creek Health System	
Organ donors	0
DCD donors	0
Tissue donors	3
Referral rate	88%
Timely notification rate	79%
Appropriate request rate	N/A
Conversion rate	N/A

Bay Regional Medical Center	
Organ donors	2
DCD donors	0
Tissue donors	6
Referral rate	98%
Timely notification rate	82%
Appropriate request rate	100%
Conversion rate	50%

Borgess Medical Center	
Organ donors	7
DCD donors	2
Tissue donors	12
Referral rate	100%
Timely notification rate	86%
Appropriate request rate	100%
Conversion rate	88%

Botsford Hospital	
Organ donors	1
DCD donors	1
Tissue donors	6
Referral rate	98%
Timely notification rate	81%
Appropriate request rate	100%
Conversion rate	100%

Bronson Methodist Hospital	
Organ donors	6
DCD donors	4
Tissue donors	11
Referral rate	97%
Timely notification rate	95%
Appropriate request rate	71%
Conversion rate	75%

Children's Hospital of Michigan	
Organ donors	1
DCD donors	0
Tissue donors	3
Referral rate	63%
Timely notification rate	38%
Appropriate request rate	100%
Conversion rate	33%

Covenant HealthCare System	
Organ donors	3
DCD donors	2
Tissue donors	6
Referral rate	100%
Timely notification rate	74%
Appropriate request rate	0%
Conversion rate	75%

Detroit Receiving Hospital	
Organ donors	3
DCD donors	0
Tissue donors	6
Referral rate	99%
Timely notification rate	94%
Appropriate request rate	100%
Conversion rate	75%

Garden City Hospital	
Organ donors	1
DCD donors	0
Tissue donors	2
Referral rate	74%
Timely notification rate	66%
Appropriate request rate	N/A
Conversion rate	100%

Genesys Regional Medical Center	
Organ donors	5
DCD donors	1
Tissue donors	9
Referral rate	100%
Timely notification rate	86%
Appropriate request rate	100%
Conversion rate	100%

Harper University Hospital	
Organ donors	1
DCD donors	0
Tissue donors	0
Referral rate	86%
Timely notification rate	71%
Appropriate request rate	100%
Conversion rate	50%

Henry Ford Hospital	
Organ donors	7
DCD donors	0
Tissue donors	11
Referral rate	100%
Timely notification rate	95%
Appropriate request rate	100%
Conversion rate	88%

Henry Ford Macomb-Clinton Twp.	
Organ donors	1
DCD donors	0
Tissue donors	2
Referral rate	100%
Timely notification rate	100%
Appropriate request rate	50%
Conversion rate	50%

Henry Ford Macomb -Warren	
Organ donors	1
DCD donors	0
Tissue donors	2
Referral rate	88%
Timely notification rate	75%
Appropriate request rate	100%
Conversion rate	100%

Holland Hospital	
Organ donors	1
DCD donors	1
Tissue donors	3
Referral rate	100%
Timely notification rate	100%
Appropriate request rate	0%
Conversion rate	100%

Hurley Medical Center	
Organ donors	8
DCD donors	2
Tissue donors	7
Referral rate	100%
Timely notification rate	93%
Appropriate request rate	100%
Conversion rate	80%

Ingham Regional Medical Center	
Organ donors	2
DCD donors	0
Tissue donors	5
Referral rate	100%
Timely notification rate	85%
Appropriate request rate	100%
Conversion rate	100%

Lakeland Regional Medical Center	
Organ donors	1
DCD donors	0
Tissue donors	8
Referral rate	100%
Timely notification rate	97%
Appropriate request rate	100%
Conversion rate	100%

Lapeer Regional Medical Center	
Organ donors	0
DCD donors	0
Tissue donors	2
Referral rate	100%
Timely notification rate	100%
Appropriate request rate	N/A
Conversion rate	N/A

McLaren Regional Medical Center	
Organ donors	2
DCD donors	0
Tissue donors	4
Referral rate	100%
Timely notification rate	89%
Appropriate request rate	100%
Conversion rate	100%

Mercy Health Partners–Hackley Campus	
Organ donors	1
DCD donors	0
Tissue donors	5
Referral rate	87%
Timely notification rate	73%
Appropriate request rate	100%
Conversion rate	100%

Mercy Health Partners – Mercy Campus	
Organ donors	1
DCD donors	0
Tissue donors	5
Referral rate	100%
Timely notification rate	98%
Appropriate request rate	100%
Conversion rate	100%

Metro Health Hospital	
Organ donors	2
DCD donors	0
Tissue donors	3
Referral rate	100%
Timely notification rate	88%
Appropriate request rate	100%
Conversion rate	67%

MidMichigan Medical Center

Organ donors	4
DCD donors	2
Tissue donors	3
Referral rate	96%
Timely notification rate	85%
Appropriate request rate	100%
Conversion rate	0%

Mt. Clemens Regional Medical Center

Organ donors	6
DCD donors	1
Tissue donors	15
Referral rate	100%
Timely notification rate	100%
Appropriate request rate	100%
Conversion rate	100%

Munson Medical Center

Organ donors	4
DCD donors	1
Tissue donors	13
Referral rate	100%
Timely notification rate	97%
Appropriate request rate	100%
Conversion rate	100%

Northern Michigan Regional Hospital

Organ donors	2
DCD donors	0
Tissue donors	0
Referral rate	100%
Timely notification rate	93%
Appropriate request rate	100%
Conversion rate	100%

Oakwood Hospital & Medical Center

Organ donors	3
DCD donors	1
Tissue donors	13
Referral rate	99%
Timely notification rate	94%
Appropriate request rate	100%
Conversion rate	75%

Oakwood Annapolis Hospital

Organ donors	0
DCD donors	0
Tissue donors	3
Referral rate	100%
Timely notification rate	93%
Appropriate request rate	NA
Conversion rate	NA

Oakwood Heritage Hospital

Organ donors	0
DCD donors	0
Tissue donors	2
Referral rate	100%
Timely notification rate	87%
Appropriate request rate	NA
Conversion rate	NA

POH Medical Center

Organ donors	3
DCD donors	1
Tissue donors	10
Referral rate	96%
Timely notification rate	80%
Appropriate request rate	100%
Conversion rate	75%

Providence Hospital

Organ donors	0
DCD donors	0
Tissue donors	5
Referral rate	96%
Timely notification rate	95%
Appropriate request rate	NA
Conversion rate	NA

Saint Mary's Health Care-Grand Rapids

Organ donors	1
DCD donors	0
Tissue donors	2
Referral rate	100%
Timely notification rate	88%
Appropriate request rate	100%
Conversion rate	100%

Sinai-Grace Hospital

Organ donors	6
DCD donors	2
Tissue donors	10
Referral rate	66%
Timely notification rate	56%
Appropriate request rate	100%
Conversion rate	100%

Sparrow Hospital

Organ donors	5
DCD donors	0
Tissue donors	9
Referral rate	99%
Timely notification rate	93%
Appropriate request rate	100%
Conversion rate	100%

Spectrum Health Blodgett Hospital

Organ donors	1
DCD donors	0
Tissue donors	2
Referral rate	100%
Timely notification rate	75%
Appropriate request rate	100%
Conversion rate	50%

Spectrum Health Butterworth Hospital

Organ donors	15
DCD donors	3
Tissue donors	25
Referral rate	100%
Timely notification rate	53%
Appropriate request rate	92%
Conversion rate	88%

St. John Hospital & Medical Center

Organ donors	6
DCD donors	0
Tissue donors	6
Referral rate	100%
Timely notification rate	95%
Appropriate request rate	100%
Conversion rate	67%

St. John Macomb-Oakland, Macomb Center

Organ donors	0
DCD donors	0
Tissue donors	5
Referral rate	100%
Timely notification rate	100%
Appropriate request rate	NA
Conversion rate	NA

St. John Macomb-Oakland, Oakland Center

Organ donors	1
DCD donors	0
Tissue donors	3
Referral rate	88%
Timely notification rate	83%
Appropriate request rate	100%
Conversion rate	50%

St. Joseph Mercy Hospital Ann Arbor

Organ donors	7
DCD donors	1
Tissue donors	13
Referral rate	96%
Timely notification rate	91%
Appropriate request rate	100%
Conversion rate	100%

St. Joseph Mercy Oakland		St. Mary Mercy Hospital-Livonia		St. Mary's of Michigan-Saginaw	
Organ donors	1	Organ donors	1	Organ donors	7
DCD donors	1	DCD donors	1	DCD donors	1
Tissue donors	6	Tissue donors	5	Tissue donors	8
Referral rate	93%	Referral rate	97%	Referral rate	100%
Timely notification rate	86%	Timely notification rate	97%	Timely notification rate	83%
Appropriate request rate	100%	Appropriate request rate	100%	Appropriate request rate	100%
Conversion rate	100%	Conversion rate	50%	Conversion rate	64%

University of Michigan Health System		William Beaumont Hospital-Royal Oak		William Beaumont Hospital-Troy	
Organ donors	5	Organ donors	3	Organ donors	3
DCD donors	1	DCD donors	0	DCD donors	1
Tissue donors	14	Tissue donors	7	Tissue donors	6
Referral rate	98%	Referral rate	98%	Referral rate	100%
Timely notification rate	96%	Timely notification rate	91%	Timely notification rate	94%
Appropriate request rate	100%	Appropriate request rate	100%	Appropriate request rate	100%
Conversion rate	100%	Conversion rate	60%	Conversion rate	100%

Key Gift of Life contacts for hospitals

If you'd like more information on how to achieve the best outcomes in organ and tissue donation at your hospital, contact the Gift of Life Michigan hospital development associate assigned to your facility.

Here are the hospital development associates and some of the facilities they service:

Mary Pat Butcher

(Mary Pat Butcher
(248) 752-6552
Botsford Hospital

Dusty DeHaven

(517) 402-4166
Sparrow Hospital
Ingham Regional Medical Center
Allegiance Health

Brenda McWaters

(616) 292-8325
Northern Michigan Regional Hospital
Munson Medical Center
Saint Mary's Health Care-Grand Rapids

Karen Forier

(248) 420-3775
Detroit Receiving Hospital
Harper University Hospital
Children's Hospital of Michigan
Sinai-Grace Hospital

Lynda Harwood

(734) 355-8575 or (734) 647-5310
University of Michigan Health System

Daryl Jensen

(989) 284-8670 or (989) 907-8774
Upper Peninsula

Lori Kelley

(989) 295-2218
St. Mary's of Michigan - Saginaw
Covenant HealthCare System
MidMichigan Medical Center – Midland
Alpena Regional Medical Center

Dan Kurdziel

(313) 378-1853
Mt. Clemens Regional Medical Center
St. John Hospital & Medical Center
St. John Macomb Hospital
St. John Oakland Hospital

Bill Leeder

(616) 648-7879 or (616) 391-3745
Spectrum Health Butterworth Hospital
Spectrum Health Blodgett Hospital

Mary Mequio

(269) 599-6351
Battle Creek Health System

Erin McGreal-Miller

(517) 230-8141
Holland Hospital
Lakeland Regional Health System – St. Joseph
Mercy Health Partners-Hackley Campus
Mercy Health Partners-Mercy Campus

Sally Pitt-Van Buren

(269) 330-4441
Borgess Medical Center
Bronson Methodist Hospital

Sheri Sinar

(248) 207-5522
St. Joseph Mercy-Oakland in Pontiac
St. Mary Mercy Hospital in Livonia
POH Medical Center
Providence Hospital & Medical Centers
Providence Park Hospital

Stephanie Sommer

(248) 318-6096 or (810) 424-6845
Henry Ford Hospital

Michelle Trachsel

(586) 945-0930
William Beaumont Hospital-Royal Oak
William Beaumont Hospital-Troy
Garden City Hospital

Lenny Van Maanen

(248) 320-6159
McLaren Regional Medical Center
Genesys Regional Medical Center
Bay Regional Medical Center

Ashley Renkes

(734) 645-3559
Hurley Medical Center

Rebecca Williams

(586) 255-7827
St. Joseph Mercy Hospital in Ann Arbor
Oakwood Heritage Hospital
Oakwood Hospital & Medical Center

Terry Gorski

(313) 561-1342
Henry Ford Macomb-Warren
Henry Ford Macomb Hospital-Clinton Twp.

If your hospital is not listed, but you'd like additional information, please call (800) 482-4881 and ask for the Hospital Development Department. You can also call Gift of Life's customer service line at (866) 500-5801, ext. 1411, where you can share your feedback, concerns or suggestions related to the organ and tissue donation process.

ER referrals crucial to success in Mt. Clemens

Simply put, Mt. Clemens Regional Medical Center is having an incredible year for organ and tissue donation thanks, in part, to its Emergency Department.

Referrals from the ED surged by 100 percent in the first six months of 2009, resulting in three organ donors from that area alone. In all, Mt. Clemens had six organ donors through June, plus 15 tissue donors. That's just one less organ donor than in all of 2008 – and three more tissue donors than last year.

It gets even better.

Mt. Clemens' referral rate, timely notification rate, appropriate request rate and conversion rates through June were all 100 percent. It was the only Michigan hospital of its size to accomplish that.

"We're getting a lot of calls from the ER – probably 95 percent," said Andrea Pappas, systems coordinator and organ donation liaison. She said the hospital also is holding

staff more accountable than ever for making referrals for potential organ and tissue donors. She and others understand that the emergency department is crucial in the hospital's efforts to help save more lives.

"Three thousand people on the waiting list in Michigan is outrageous," she said. "The best thing to come out of death is organ and tissue donation. One person can save seven or eight lives."

Tissue donation can also improve the lives of up to 50 others.

Mt. Clemens Regional Medical Center continues to excel year after year, said Dan Kurdziel, hospital development associate for Gift of Life Michigan. He said the hospital owes much of its success to Pappas and to the commitment of the hospital's medical director, Dr. Andrew Staricco.

In five years, Mt. Clemens has had 37 organ donors and 80 tissue donors.

"This performance symbolizes the commitment of Mt. Clemens Regional Medical Center to its patients, to saving lives and working together as a team," Kurdziel said.



Andrea Pappas, systems coordinator and organ donation liaison for Mt. Clemens Regional Medical Center and Dan Kurdziel, hospital development associate for Gift of Life Michigan.

Donate Life flag flies permanently at Oakwood

At least one Michigan hospital has taken organ donor awareness beyond Donate Life Month in April. That's when nearly 65 Michigan hospitals raised or displayed flags on their campuses as part of a nationwide campaign.

As April came to a close, many hospitals removed the 3-by-5 banners from their flag poles and folded them up for the year.

Oakwood Hospital & Medical Center in Dearborn couldn't find any reason to take the flag down, so it's now a permanent symbol of organ

donation there. The staff at Oakwood also held an October ceremony at Fitzgerald Surgical Pavilion to remember donors and thank their families.

"Organ donation is a year-round need," said Teresa Dalzot, Gift of Life liaison at Oakwood, adding that flying the flag is a simple, visual way to remind people about the critical need. "It also is a continuous way of honoring those who give the gift of life."

The monthlong initiative in April motivated Michigan hospitals to fly Donate Life flags in hopes of elevating awareness about the critical need for organ, tissue and eye donation.

The Michigan Health & Hospital Association and Gift of Life expect to partner again in 2010 to distribute flags in hopes that even more hospitals will participate in the nationwide awareness campaign.

Donate Life America in Richmond, Va., said nearly 2,500 Donate Life flags were purchased this year by about 200 organizations in 39 states.

Oakwood Hospital & Medical Center raised its Donation Saves Lives flag in October and vowed to leave it up permanently as a way to honor organ and tissue donors and promote donation.



Keystone-Gift of Life conference call

- When: 1 p.m., Nov. 18
- Topic: Tissue Donation
- Speakers: Bruce Stroeveer, president and CEO of the Musculoskeletal Transplant Foundation and Chris Watkins, donor services account manager for CryoLife, Inc.
- Content: Stroeveer and Watkins will talk about how new tissue specialty grafts are being used and talk about the key role hospitals play in tissue donation.

The MHA Keystone Center for Patient Safety and Quality has teamed with Gift of Life Michigan for five years to provide conference calls on the best practices related to organ and tissue donation topics. Please forward ideas for future calls to Cindy Jacobs at cjacobs@giftoflifemichigan.org.

About us

Gift of Life Michigan is the state's federally designated full-service organ and tissue recovery organization that acts as the intermediary between donors, physicians and hospital staff.

Gift of Life Michigan
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Ann Arbor, Mich. 48108
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www.giftoflifemichigan.org