



A Weekly Update For The Employees of North Central Health Care



NCHC United Way Committee has some gardening fun with kids!

# NEWS YOU CAN USE

## WEEKLY CONNECTION WITH OUR TEAM



### Looking Forward

As our Adult Inpatient Hospital on the Wausau Campus nears completion, the warm weather begins to arrive, and our spring starts to feel a little more like, well, spring, one's mind may easily wander to what other new beginnings are around us. Yesterday, Mort McBain, myself, and Kim Van Ermen, our Director of Medical Services, had the opportunity to meet again with the Community Partners Campus (CPC) leaders. Our discussion involved learning how we as an organization, as representatives of the Medical College of Wisconsin, and frankly, as residents of Marathon County and Central Wisconsin, can assist those being affected by health care disparities, financial instabilities, and challenges that can only be met when communities come together.

One of NCHC's primary missions is to assist those that many other organizations are unable to, but we cannot do it alone. Partnership with the CPC will allow us to work side-by-side with other nonprofit organizations in a shared space to help serve and meet the basic needs of disadvantaged individuals and families of the greater Wausau area. The CPC is only one of the many organizations we partner with to address inequities in our community, and we are so very appreciative of the work our staff puts forth to make these partnerships come to life.

Even if the meteorologists are not wrong about the rain this weekend, I hope you are able to take a moment to enjoy the warm weather, let your mind wander, and look forward to the new beginnings of spring and NCHC.

**Dr. Robert Gouthro**  
Chief Medical Officer



Wednesday April 27

## ADMINISTRATIVE PROFESSIONALS DAY



Administrative Professionals Day recognizes and celebrates the work of secretaries, administrative assistants and other office professionals for their contributions to the workplace.

**Thank You to All Our NCHC Admin Pros!**

- United Way Volunteers... **2**
- Please Don't Flush It! ..... **3**
- Community Events..... **4-6**
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- Menus..... **15-16**

**ADMINISTRATOR ON-CALL**  
x4488 or 715.848.4488

**Friday, April 25 – Monday, May 2**

**Jennifer Peaslee**



## Shout out

**Dana Best Community Treatment**

**Why:** For being so supportive and helpful with so many changes with Cerner and Plans.

**Submitted By:**  
**Jennie Comfort**





PHOTO OF THE WEEK: UNITED WAY VOLUNTEERING – CONNECTING WITH KIDS



< Alex Eichten, Laural Harder and Jessica Meadows volunteered at Grant Elementary School for a fun United Way Activity with a kindergarten class.



**GARDEN IN A GLOVE**  
A Fun Literacy Activity with Kids in Our Community



Members of the NCHC United Way Committee volunteered at Grant Elementary School in Wausau this week to host a fun activity to teach kids about growing a garden. Volunteers read a fun book to the Kindergarten class and then used creative gardening skills to create a "Garden in a Glove". The entire class used plastic gloves, cotton balls and water to start their garden. The gloves were hung from windows in the classroom until they sprout. Then the kids will be able to watch them grow in the windows and plant them in dirt when the time comes.

Thanks to the NCHC United Way Committee for sponsoring the activity and for our volunteers for reading, planting and growing with the kids!

**INTERESTED IN JOINING THE NCHC UNITED WAY COMMITTEE?**



The United Way Committee consists of representatives from across NCHC working collaboratively to educate staff on the role of United Way in our communities. The United Way Committee serves as a fundraising group to support and maintain United Way initiatives and foster relationships and support for partner programs and services offered by the United Way that may assist in aiding our clientele, fellow staff and community members.

**IF YOU'D LIKE ADDITIONAL INFORMATION, OR WOULD LIKE TO JOIN THE NCHC UNITED WAY COMMITTEE CONTACT ALEX AT [aeichten@norcen.org](mailto:aeichten@norcen.org)**







# No Wipes Down the Pipes

Even if a product says it is "flushable"...

**Unless it is toilet paper, it should not be flushed!**

- ▣ Diapers (including cloth, cotton, disposable, or plastic)
- ▣ Flushable, disposable, cleaning, or baby wipes
- ▣ Paper towels, cloth towels, or any type of rag
- ▣ Feminine hygiene products
- ▣ Facial Tissues



**Place the items listed above in a trash can**

**Putting these items down toilets may plug sewers and cause raw sewage to back up into YOUR HOME!**



## GO AHEAD...MAKE MY DAY!

Hannah Schultz our new pm housekeeper on the Wausau Campus received this card from Community Treatment. Thank you team it really made her day! She is a great addition to our NCHC team.



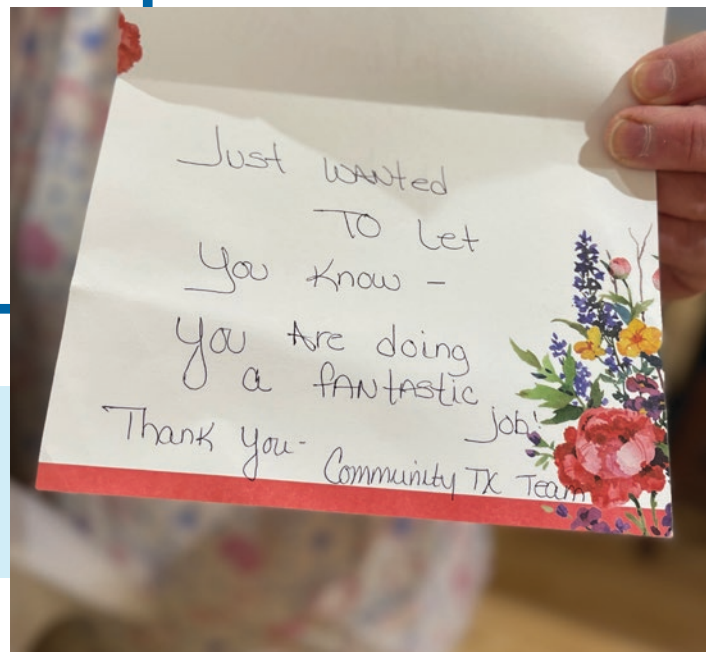
## INTERESTED IN HELPING ORGANIZE THE NCHC ALZHEIMER'S WALK TEAM?

Are you interested in joining the NCHC ALZ Team to help organize efforts for the 2022 Walk to End Alzheimer's? Employees from all 3 counties will work together to support our NCHC ALZ Team efforts. This is just a form to express your interest. You will receive information about our team efforts, meetings, maybe help plan some fundraisers or activities. This is not a sign up for formal committee. You can participate in the Walk this September, without being a member of the planning team (but hey, this is a lot of fun, so sign up!)

Typically a group of employees lead the volunteer efforts at NCHC to support the local ALZ Walk to End Alzheimer's. If you are interested, want more information, or want to be a group leader, fill out the form at the link below and we will be in contact with you!

Thanks for your interest and for helping to End Alzheimer's!

<https://forms.gle/DJfGMZ1hS9Tp593X7>





# April 2022 Organizational Learning Modules



Each month staff are assigned 30-60 minutes of organizational training that needs to be completed by the due date.

Log into the learning management system (LMS), *UKG Pro Learning*, to complete the following training modules:

*Thank you to everyone that helped with the video for the April module!*

- **Emergency Preparedness and Response (2022)**  
(15 minutes)

*Can you name all the staff, locations, and departments that worked together to make the video in the module?*



## Upcoming Open Forums | Save the Date

# COMBATING VETERAN SUICIDE



### April

- 12 - Appleton  
Fox Valley Technical College
- 27 - La Crosse  
La Crosse Convention Center

### May

- 10 - Lac du Flambeau  
Lake of Torches Casino Resort
- 18 - Wausau  
Jefferson Street Inn

### June

- 13 - Milwaukee Area  
Brookfield Conference Center
- TBD - Madison






**Optimist INTERNATIONAL Everest Area Club**

# BIKE Rodeo

*Rain or Shine!*

FOLLOW US ON facebook

**Saturday, May 7, 2022**  
11:00 am - 12:30 pm

**Everest Metro Police Dept**  
5303 Mesker St, Weston

**Just Bring Your Bike!**

## FREE

Chance to Win 1 of 6 Bicycles  
*(must be present to win)*

Trophies in 7 Age Categories  
*(Awarded at 12:45 pm)*

Helmets to First 150 Cyclists

Bike Safety Inspection  
Bike License  
*(from Rothschild, Schofield & Weston)*

*Stay for LUNCH and enjoy the CHEESE CURDS!*

The Everest Area Optimist Club will have brats, hot dogs, soda and, *of course*, Cheese Curds available for purchase.

**SPONSORS:**

Buller's Cycle & Fitness


Optimist INTERNATIONAL Everest Area Club

Disclaimer: This is neither a DC Everest or Newman Catholic Schools sponsored activity and the opinions expressed are not necessarily those of the School Systems or school.

[www.everestoptimists.org](http://www.everestoptimists.org)

Join us for a special screening of

# SCREEN AGERS



**GROWING UP IN THE DIGITAL AGE**

BY: Marathon County AOD Partnership  
WHEN: View any time April 25 – May 6  
WHERE: On Demand | Register [HERE](#)  
TICKETS: \$0 | Seats are Limited!

**AOD** [screenagersmovie.com](http://screenagersmovie.com)

PARTNERSHIP  
<https://bit.ly/ScreenagersAOD>



## WAUSAU CAMPUS RENOVATION UPDATES Who's Moving Where?

**Adult Day Services:** Adult Day Services is moving from 1000 Lake View Drive to 2400 Marshall Suite A (1400 hallway). This move is occurring this week and will be temporary through our construction phasing.

**Youth Community Treatment:** Youth Community Treatment is moving from 1000 Lake View Drive to Lakeview Professional Plaza 2nd floor. This move is occurring this will and will be temporary through our construction phasing.

**Adult Inpatient Hospital:** Adult Inpatient Hospital is moving to what was the old Crisis area that is now the renovated new hospital. The final clean for this space is occurring this week with a tentative move date of May 17th.

**Wausau Campus Computer Lab:** The computer lab located in 1000 Lake View Drive will be shutting down this week with mobile carts/laptops available for training until the new training center is complete.

**Aspirus Onsite Clinic:** The clinic will remain open at this time and throughout construction with no tentative plans to move.



Marathon County  
Employees Credit Union

**What Was in Your Easter Eggs?  
Let Us Help YOU Build a Nest Egg!**

**Choose MCECU for Lower Loan Rates, Fewer Fees,  
and ALWAYS a Smiling Face Ready to Serve You!**



**We Can't Wait to Hear from You!  
Call Us Today for Information on Opening an Account,  
Getting a Loan, or Just to Say "Hi"**

715-261-2680  
[www.mcecu.org](http://www.mcecu.org)



# D.C. EVEREST COMMUNITY EDUCATION EVENING ALCOHOL AND DRUG AWARENESS: ADDRESSING YOUTH ADDICTION & MENTAL HEALTH

REGISTER FOR  
FREE ON-SITE  
CHILDCARE

<https://bit.ly/3904gwA>

**WEDNESDAY APRIL 27**  
**6:00-7:30 PM – PRESENTATION**  
**7:30-8:00 PM – QUESTION AND ANSWER SESSION**  
IN PERSON OPTION: DCE SENIOR HIGH AUDITORIUM  
VIRTUAL OPTION: WEB EX LIVE

Attendees will be taken on a virtual "walk" through a teen's room (via a slide show) to see what warning signs and devices to look for, and will learn about behavioral changes and other potential signs of substance usage.

The presenters will provide additional guidance concerning:

- Current alcohol and drug use trends
- How to start effective and open conversations about alcohol/drug use
- Strategies to empower youth to make healthy, responsible choices regarding alcohol/drug use
- Resources available from the Hazelden Betty Ford Foundation and our community

<https://bit.ly/3904gwA>

For more information, contact Erin Jacobson, DCE Mental Health Navigator, at [ejacobson@dce.k12.wi.us](mailto:ejacobson@dce.k12.wi.us).

## Presented by Hazelden Betty Ford Center

Hazelden Betty Ford: World-renowned Provider of Addiction and Mental Health Treatment Services. For more than 70 years, Hazelden Betty Ford has been at the forefront of providing lifesaving, compassionate care and specialized services to help people from all walks of life get to feeling like their best self.

Funding provided by Department of Instruction AODA and Mental Health Grant awarded to D.C. Everest

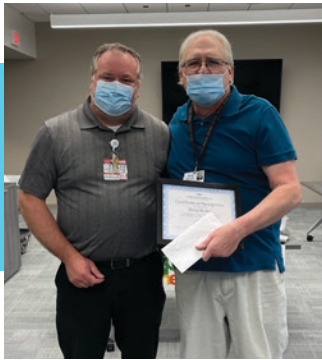




# Happy Retirement

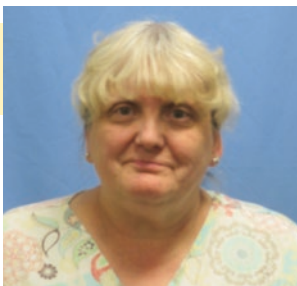
## RETIREMENT NEWS Congratulation Doug Koller!

After 16 years of service, Doug Koller of Guest Services is retiring. You may recognize Doug's voice as the welcoming, calm and professional voice on the other end of the phone if you call the NCHC main line on any given weekend or holiday. As a valued member of the Guest Services Team, Doug welcomed families in at Mount View Care Center, where he was stationed and made sure everyone knew where they were going. He always had a listening ear for staff and our residents and created special friendships along the way. We will all miss Doug and wish him all the best in his retirement! A retirement celebration was held for Doug at Mount View on Friday where Doug was presented with a framed certificate and parting gifts. Best of luck Doug! We will miss you!



### Retirement Announcements

Susan Thompson has announced her retirement on 4/28/2022 after 15 years of service at Pine Crest as a CNA.



Sara Sedo has announced her retirement on 5/3/2022 after 23 years of service at Pine Crest as the Social Services Supervisor.



# WAUSAU CAMPUS FOOD TRUCK IS BACK!

Hanuman Express has agreed to return to the NCHC Wausau Campus, however won't be able to come every week but rather on a rotation. Hanuman Express will be parked at the Mount View Main entrance on the following dates:

**Wed. April 27 • Wed. May 4 • Tues. May 24**

It is early in the Food Truck Season and we will continue to work to have other food truck visit different locations if they are willing.





DEA NATIONAL  
**DRUG TAKE BACK DAY!**  
APRIL 30, 2022



National Prescription Drug Take Back Day addresses a public health and safety issue. Too often, unused and expired prescription medications get into the wrong hands. Disposing of medications safely can help protect your family from getting or using medications that are expired or out of date; prevent the illegal use of unused medications, and minimize any potential negative impact on the environment.

- The DEA can **ONLY** accept pills or patches.
- The DEA **CANNOT** accept liquids, needles, or sharps.
- The DEA now advises against "usual methods" for disposing of unused medications.

**For more info visit [usdoj.gov](http://usdoj.gov)**

**Controlled Substance Public Disposal Locations**

Aspirus, 333 Pine Ridge Boulevard  
Walgreens, 105 Central Bridge Street  
CVS, 102 Central Bridge Street

**"RAISE YOUR VOICE" AWARENESS WALK**  
Sunday, May 1, 2022 – 1100 Marc Dr. Merrill

Sunday, May 1, 2022  
11:30 - Registration Opens  
1:00 - Walk Begins  
2:00 - Silent Auction Ends

Want to register or make a donation? 

**Including!**  
Yard Games  
Face Painting  
Coloring Station  
Silent Auction  
DJ/Live Music  
Food Truck  
Concessions



**Raise Your Voice**  
**AWARENESS WALK**

**MARATHON COUNTY SCHOOL-BASED COUNSELING CONSORTIUM (MCS-BCC)**

Current co-chairs: Noreen Salzman, Centre for Wellbeing; Lori Thompson, Charis Counseling  
Current MCHD liaisons: Hannah Schommer, Marathon County Health Department

MOSINEE SCHOOL DISTRICT  
**Mental Health Awareness Event**



Thursday, April 28<sup>th</sup> || 4:30-7:30pm  
MOSINEE HIGH SCHOOL CAFETERIA

**Resource Fair – 4:30-7:30 pm Open the Entire Event!**

- **FREE** child care & light refreshments will be available
- Resource tables with community and school-based supports

**Small Group Sessions (optional)**  
5:00-5:30 pm | 5:40-6:10 pm | 6:20-6:50 pm

Learn more about the following mental health topics:  
*(Each session listed will run during each time slot.)*

- **Wellness Related to Mental Health**  
Presenter: Alyssa Kress, MSW, APSW  
Compass Counseling
- **Managing Behaviors in the Home**  
Presenter: Julette Higuera, MSW, LCSW  
Compass Counseling
- **Coping Skills**  
Presenter: Heather Sann, Mental Health District Manager  
Innovative Services Inc.
- **Trauma**  
Presenter: Amanda Neta, LCSW  
Compass Counseling
- **Anxiety and Depression**  
Presenter: KC Gravesen, LPC, ATR  
North Central Health Care

**Featuring:**  
Small Group Learning Sessions

Community & School-based Resource Fair

Families, Students, and Community Members are invited.

*(Students must be accompanied by an adult.)*

Questions? [kkolodziej@mosineeschools.org](mailto:kkolodziej@mosineeschools.org)



**WHO DIDN'T GET THE MEMO?**  
**Matchy, Matchy**

Cagney Martin in Organizational Development stopped these three yesterday who just all happened to be sporting their Activity Shirts without planning it! Evidently the CPR and training mannequin didn't get the memo....We can work on that! Great job matching Dani, Jenn and Amy!





## TALK WITH A RETIREMENT ADVISOR ABOUT THE WDC PROGRAM!



**REGISTER HERE!**

[https://nc\\_wisconsin.timetap.com/#/](https://nc_wisconsin.timetap.com/#/)

### WISCONSIN DEFERRED COMPENSATION PROGRAM

#### JOIN THE CONVERSATION!

Meeting with your WDC Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meeting dates and times can be found online.

#### INDIVIDUAL RETIREMENT READINESS SESSIONS

with Shawn Bresnahan

- Tuesday, May 17th | Wausau, Badger Room | 10am-2pm
- Thursday, June 2nd | Wausau, Badger Room | 10am-2pm
- Thursday, July 7th | Antigo, Conference Room | 9am-11am
- Thursday, July 7th | Wausau, Badger Room | 1-4pm
- \*Thursday, Aug. 4th | Pine Crest, Admin Conference Rm | 9-11am
- \*Thursday, Aug. 4th | Wausau, Conference Room | 1-4pm
- Thursday, Sept. 1st | Wausau, Badger Room | 10am-2pm
- \*Thursday, Oct. 6th Antigo | Conference Room | 9am-11am
- \*Thursday, Oct. 6th Wausau | Badger Room | 1-4pm
- \*Thursday, Nov. 3rd Wausau | Badger Room | 9am-11am
- \*Thursday, Nov. 3rd Pine Crest | Admin Conference Rm | 1-2:30pm
- \*Thursday, Dec. 1st Wausau | Badger Room | 10am-2pm
- \*registration available 90 days before session date

#### BRING TO YOUR ONE-ON-ONE MEETING:

- ✓ WRS statement
- ✓ Social Security statement
- ✓ Other retirement account info
- ✓ Current paycheck stub (if applicable)
- ✓ WDC login information (if known)



Helping You Turn Over a New Retirement Leaf

### Web Resources Available to Help Employees Review the Wisconsin Retirement System (WRS) Statement of Benefits

#### NCHC Wisconsin Retirement System (WRS) Employee Statements Recently Mailed to Homes

ETF's online resources are available to assist members in reviewing their Wisconsin Retirement System Annual Statement of Benefits, which are being distributed in April.

The statement is a summary of a member's WRS pension account, including year-end balances, beneficiary designations and other important account information as of December 31, 2021. Statements were recently mailed to homes.

Be sure to carefully review your statement. Do you have any questions? This is also a good time to assess your financial plan. How can you grow your retirement income?

In the Statement of Benefits ([www.etf.wi.gov/members/statement](http://www.etf.wi.gov/members/statement)) section of the website, you'll find

easy-to-use resources:

- Interactive sample statements provide explanations of content and links to other information
- Frequently asked questions on how to update your name or address, change your beneficiary(ies), calculate a benefit, make additional contributions and more
- Quick links to forms, online calculators and related webinars

#### Need Assistance?

- Active employees (currently working for a WRS employer): If you believe your statement is incorrect, contact your employer's payroll office.

- Inactive employees (no longer working for a WRS employer) and alternate payees: If you believe your statement is incorrect or have questions, contact us.
- Register for the webinar, Understanding Your Annual WRS Statement of Benefits

#### Account Contact Information

Please keep your contact information (name and mailing address) current to ensure you continue to receive important communications from ETF.



# Ethics and Boundaries: 2022-2023 Trainings

## NEED ETHICS OR BOUNDARIES TRAININGS?

Contact your manager to register for one of the following UWGB Courses!



### Ethics and Boundaries: Understanding Equity, Diversity and Inclusion to Leverage Cultural Humility:

This training focuses on appropriate ethics and boundaries in client-case manager and peer-to-peer relationships in everyday practice. Participants will engage in self-reflective activities related to race, ethnicity, gender, sexual orientation, different abilities, and intersectionality. Oppression, discrimination, power and control, and historical privilege will be featured as it relates to work with vulnerable populations.

4.0 Continuing Education Hours

Training dates listed below will be offered virtually via Zoom on Fridays from 8:30am to 12:30pm.

- June 3, 2022
- August 12, 2022
- October 7, 2022
- December 2, 2022

### Ethics and Boundaries: Things That Make You Go Hmm...:

This training offers participants an opportunity to explore the difference between boundaries and barriers in peer-to-peer and client relationships. It explores personal boundaries, trust, shame, vulnerability, and use of self-assessment tools to understand stress. Participants learn new strategies in paradigm thinking, communication and conflict management in the workplace, conversations of quality; through examining challenges they face when colleagues are unethical or cross professional boundaries.

4.0 Continuing Education Hours

Training dates listed below will be offered virtually via Zoom on Fridays from 8:30am to 12:30pm

- May 6, 2022
- July 8, 2022
- September 9, 2022
- November 4, 2022
- January 6, 2023



## Well-Being Program 2022

For All Employees!



### Earn Incentives on Your Well-Being!!

Employees can earn a \$100 gift card by earning 100 points!

Follow these easy steps on your personal online wellness portal to begin earning cash!

### Step 1

Log into your personal wellness portal. If you have already created an account in 2021, you will not need to register again. For those that have not registered in the wellness portal, please follow the steps shown on page 2.

### Step 2

Earn 100 points by November 30th, 2022, by completing a variety of the activities shown on page 2.

**REGISTRATION STEPS ON NEXT PAGE**





## How to Register for The Aspirus Well-Being Portal

Aspirus Business Health-Wellness is excited to partner with North Central Health Care to provide you with access to a wellness resource, [www.managewell.com](http://www.managewell.com). This website features valuable health programs and tools as well as a central location for storing and tracking your wellness efforts.

To participate in the wellness program, go to the website [www.managewell.com](http://www.managewell.com) or download the Managewell 2.0 App and follow the instructions below to register:

1. Click “Sign up”.
2. Enter your “Unique ID.” This Unique ID is the first few letters of your company, “NCHC”, followed by your employee ID number. An Example is: NCHC123456.
3. Enter your date of birth and select “Continue”.
4. Confirm your name.
5. Read through and accept “Terms”.
6. Enter a unique and valid email address and password. Remember these for the next time you log in to the website.
7. Select “Continue” and it will take you to your Home/Dashboard page.

Activity	Points
Biometrics and Health Assessment (both must be completed to earn points)	30
Preventative Visit with Primary Care Provider	20
Preventative Visit at Onsite Clinic Bonus Points	15
Health Coaching (includes Care Management) (can earn up to 2 times)	15
Mental Health Visit	15
COVID-19 Booster	15
COVID-19 Initial Vaccine	10
Wellness Challenges	10
Health Pursuit Online Activity	10
Onsite Clinic Activities (Blood Pressure Monitoring, Diabetes Management, Skin Cancer Screening, Non-preventative Health Visit)	10
NCHC Sponsored Events (events added throughout the year)	5 - 20
Flu shot	5
Mini-Challenges	5
Monthly Online Educational Activities	5
Dental Exam	5
Eye Exam	5
Online Tracker for Physical Activity (points per week)	5
Online 5-A-Day Fruit & Veggie Nutrition Tracker (points per week)	5

More information can be found on the Aspirus Well-Being Portal at [www.managewell.com](http://www.managewell.com)

Contact Aspirus Business Health-Wellness if you have any questions or need help.  
844.309.1269 | [wellness@aspirus.org](mailto:wellness@aspirus.org)



# NORTH CENTRAL HEALTH CARE – BIOMETRIC SCREENING

## WHERE

**NGHC EMPLOYEE HEALTH & WELLNESS  
CENTER OR MERRILL (LOCATION TBD)**

## HOW TO SCHEDULE

### STEP 1-REGISTER

Register for the Aspirus Well-Being portal at [www.managewell.com](http://www.managewell.com) to begin the program.

### Step 2- Sign up

Schedule an appointment in the portal or call 715-847-0439



## DATES

### APRIL 28TH

6:00 – 9:00 am  
Wausau Campus

### May 12th

Merrill (TBD)

Log into your well-being portal for more details.

## INFORMATION

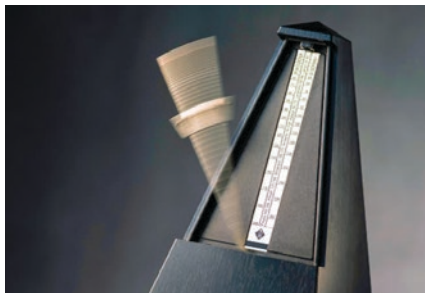
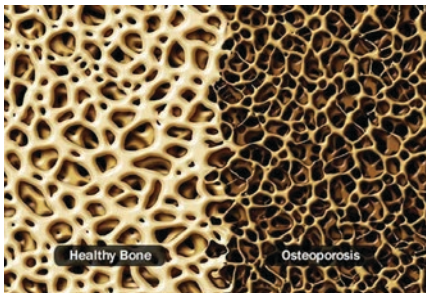
Please do not eat or drink for 8-10 hours before your scheduled appointment - water is encouraged. Please take any medications as prescribed. Make sure to drink plenty of water because staying hydrated will make for an easier lab draw.

\*Watch for more details and information from North Central Health Care





# tidbits on benefits



**Employee Health & Wellness Center**  
 1100 Lake View Drive, Wausau, WI  
 North Central Health Care Campus  
 Door 25

**Schedule an Appointment:**  
 715.843.1256 or MyAspirus.org

**Updated Hours:**  
 Monday - Wednesday - Friday: 8:00 am - 4:30 pm  
 Tuesday: 6:30 am - 3:00 pm  
 Thursday: 9:30 am - 6:00 pm

## ALCOHOL EFFECTS ON THE BODY PART II OF II

Submitted by Sherry Hughes, PA

### Pancreas Damage and Diabetes

Normally, this organ makes insulin and other chemicals that help your intestines break down food. But alcohol jams that process up. The chemicals stay inside the pancreas. Along with toxins from alcohol, they cause inflammation in the organ, which can lead to serious damage. After years, that means you won't be able to make the insulin you need, which can lead to diabetes. It also makes you more likely to get pancreatic cancer.

### What's a Hangover?

That cotton-mouthed, bleary-eyed morning-after is no accident. Alcohol makes you dehydrated and makes blood vessels in your body and brain expand. That gives you your headache. Your stomach wants to get rid of the toxins and acid that booze churns up, which gives you nausea and vomiting. And because your liver was so busy processing alcohol, it didn't release enough sugar into your blood, bringing on weakness and the shakes.

### An Offbeat Heart

One night of binge drinking can jumble the electrical signals that keep your heart's rhythm steady. If you do it for years, you can make those changes permanent. And, alcohol can literally wear your heart out. Over time, it causes heart muscles to droop and stretch, like an old rubber band. It can't pump blood as well, and that impacts every part of your body.

### A Change in Body Temperature

Alcohol widens your blood vessels, making more

blood flow to your skin. That makes you blush and feel warm and toasty. But not for long. The heat from that extra blood passes right out of your body, causing your temperature to drop. On the other hand, long-term, heavy drinking boosts your blood pressure. It makes your body release stress hormones that narrow blood vessels, so your heart has to pump harder to push blood through.

### A Weaker Immune System

You might not link a cold with a night of drinking, but there might be a connection. Alcohol puts the brakes on your immune system. Your body can't make the numbers of white blood cells it needs to fight germs. So for 24 hours after drinking, you're more likely to get sick. Long-term, heavy drinkers are much more likely to get illnesses like pneumonia and tuberculosis.

### Hormone Havoc

These powerful chemicals manage everything from your sex drive to how fast you digest food. To keep it all going smoothly, you need them in the right balance. But alcohol throws them out of whack. In women, that can knock your periods off cycle and cause problems getting pregnant. In men, it can mean trouble getting an erection, a lower sperm count, shrinking testicles, and breast growth.

### Hearing Loss

Alcohol impacts your hearing, but no one's sure exactly how. It could be that it messes with the part of your brain that processes sound. Or it might damage the nerves and tiny hairs in your inner ear that help you hear. However it happens, drinking

means you need a sound to be louder so you can hear it. And that can become permanent. Long-term drinkers often have hearing loss.

### Thin Bones, Less Muscle

Heavy drinking can throw off your calcium levels. Along with the hormone changes that alcohol triggers, that can keep your body from building new bone. They get thinner and more fragile, a condition called osteoporosis. Booze also limits blood flow to your muscles and gets in the way of the proteins that build them up. Over time, you'll have lower muscle mass and less strength.

Counselors are available through the Employee Assistance program for other services including

Relationship problems, workplace issues, critical incident stress management, conflict resolution, stress management, depression and anxiety, financial concerns, compassion fatigue short term, solution-focused counseling and more.

*The North Central Health Care Employee Assistance Program is available to employees and their immediate family members at 1.800.540.3758 or email eap@ascension.org. For more information, go to <https://ascensionwieap.org/>*

*Participation is Private and confidential, available to immediate family members, a free company benefit and voluntary - you take the first step.*

*Web MD. (2022) How Alcohol affects your Body. Retrieved on 4/4/22*



### Here's how it works...

#### Step 1: Tell Us About Your Recruit

Text "Refer" to 715.598.3663

Email HResources@norcen.org

Complete Referral Form in Human Resources

#### Step 2: Meet Required Criteria

You and your recruit must be in good standing throughout this period and have no written warnings for attendance or other performance.

#### Step 3: Get Paid!

When your recruit joins the NCHC Team, and you both have met the referral requirements YOU will earn the following:

**\$250** After 90 days | Employees below .5FTE status

**\$500** After 90 days | Employees .5FTE status or above

We value your referrals and know that together we can strengthen our North Central Health Care team. That's why earning some extra cash for your employee referrals has never been simpler. So text that friend, and get the ball rolling.

REFER A FRIEND TO AN OPEN INTERVIEW FOR A CHANCE TO EARN SOME REFERRAL CASH!

Visit Our Website at [norcen.org/Careers](http://norcen.org/Careers) for the latest Job Opportunities!

SHARE NCHC JOB POSTINGS ON SOCIAL MEDIA!



## Residential Services Open Interview Series

JOIN OUR TEAM!



NOW HIRING!

RESIDENTIAL CARE ASSISTANTS (RCA's)

- ✓ \$14-16 STARTING
- ✓ FULL BENEFITS
- ✓ PART/FULL TIME
- ✓ AM/PM SHIFTS

WALK INS WELCOME!

### OPEN INTERVIEWS

Interested in joining our team or learning more? Swing by any of the open interview sessions listed below for an on-the-spot interview and tour. **Lunch Provided!**

#### TUESDAY, APRIL 19, 10AM - 3PM

1408 Bissell Street  
9205 Andrea Street  
5006 Chadwick Avenue  
5010 Heather Street

#### TUESDAY, MAY 17, 10AM - 3PM

1408 Bissell Street  
9205 Andrea Street  
5006 Chadwick Avenue  
5010 Heather Street

#### TUESDAY, JUNE 21, 10AM - 3PM

1408 Bissell Street  
9205 Andrea Street  
5006 Chadwick Avenue  
5010 Heather Street

### WHAT IS A COMMUNITY BASED RESIDENTIAL FACILITY (CBRF)?

North Central Health Care operates several Community Based Residential Facilities, which are congregate living settings serving developmentally disabled individuals who are ambulatory, semi-ambulatory or non-ambulatory, but may not be capable of exiting the property without assistance., licensed by the State of Wisconsin. Our CBRF locations include:



**BISSELL STREET**  
1408 Bissell St,  
Wausau



**CHADWICK STREET**  
5006 Chadwick Ave,  
Schofield



**ANDREA STREET**  
9205 Andrea St,  
Weston



**HEATHER STREET**  
5010 Heather St,  
Schofield

REGISTER ONLINE AT [NORCEN.ORG/OPEN-INTERVIEWS](http://NORCEN.ORG/OPEN-INTERVIEWS)

## Open Interviews for ALL OPEN POSITIONS

WAUSAU MAIN CAMPUS  
2400 Marshall Street, Suite A

WEDNESDAY, MAY 18, 10AM - 3PM

WEDNESDAY, JUNE 22, 10AM - 3PM





In the **NEW Mount View Building**  
**WAUSAU CAMPUS CAFÉ**  
**Grab-N-Go**



**Monday – Friday**  
 9 am – 5:30 pm



**Breakfast 9:00 am**

**Lunch 11 am – 1:30 pm**  
 Hot Food Bar \$.45/ounce

**9 am – 5:30 pm**

Grab 'n Go Sandwiches, Soups & Salads, Juice, Water, Snacks

# What's For Lunch?

APRIL 25 – 29, 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<i>main course</i> Sliced Baked Ham Steamed Broccoli Baked Potato	Roasted Chicken Breast Green Beans Rice Pilaf	Meatloaf Stewed Tomatoes Mashed Potatoes	BBQ Pork on a Bun Creamed Corn Fried Potatoes	Baked Cod Peas & Carrots Mashed Sweet Potatoes
<i>dessert</i> Fruited Gelatin	Baked Apple Slices	Carrot Cake	Mandarin Oranges	Fruit Mix
<i>soup of the day</i> Navy Bean	Potato Soup	Vegetable Soup	Hobo Soup	Tomato Soup



# THE BISTRO

MONDAY – FRIDAY | 7:30AM – 3PM  
HOT FOOD AVAILABLE UNTIL 2:30PM

## SPECIALS

### PANINI OF THE WEEK

**CAPRESE PANINI \$5.00**

FRESH MOZZ | VINIAGRETTE | TOMATO | BASIL | SPINACH



**3 CHEESE QUESADILLA \$4.50**

TRIPLE CHEESE BLEND | ROASTED ONIONS  
SOUR CREAM | SALSA | ADD CHICKEN FOR \$1



**\*NEW\* PANINI COMBO \$5.00**

1/2 PANINI (SORRY, NO WRAPS) | CHIPS | WATER



### GIFT CERTIFICATES & PUNCH CARDS AVAILABLE NOW!



### WE NEED YOUR HELP!

THE BISTRO'S IMPROVEMENT SURVEY IS LIVE.

Scan the QR code below and share your opinions on things like :

- Panini flavors you'd like on the menu
- Side option preferences
- Modifications to hours
- Grab-n-go additions
- Weekend hours
- Misc. improvements



SCAN ME!

### OTHER LUNCHY ITEMS

BAGELS	2.00
PUFF PASTRY	1.50
BREAKFAST SANDWICH	3.00
BREAKFAST SANDWICH W/MEAT	4.00
PANINI	3.50 - 5.25
CALZONE	4.50 - 5.00
SALAD	5.00 - 5.50

CASH, CREDIT OR QUICKCHARGE PAYMENTS ACCEPTED | ALL SALES SUBJECT TO SALES TAX