A number of individuals come to Mount View Care Center as their final home during their time here on Earth. It’s not everyone, but there are a large number of individuals who come here where this is the case. I often think about how important it is that we keep the mindset of how we might be a skilled nursing facility but this is truly their home. A home is filled with choice and dignity.

Death is never an easy experience, we have to deal with it in many parts of our organization outside of Mount View Care Center. Sometimes in places like residential services, we lose residents we’ve worked with for decades. Caregivers, even though they are not family members, form strong bonds with residents and can be deeply affected when a resident passes. Grief understandably comes with losing someone you’ve cared for over many years. Providing excellent care, especially at the end of life to the frail and vulnerable requires dedicated, skilled and supported staff. In our line of work, dealing with death is inevitably part of the job, but we must not lose sight of the impact it has on each of us. It is important that we give each other the time and space for acknowledging staff who are grieving, talk openly and freely about our emotions and provide support over time to help deal with these losses. At various times of the year, it seems we lose a number of people all at once. The change these times bring to our home here can be hugely burdensome. It becomes less so when we can come together to appreciate the time we have with each resident.

Let us not be distraught by loss, but allow warmth to fill our spirit knowing the people we care for truly become more than a resident. There is no greater gift a caregiver can provide above giving compassion, dignity and love to someone in the twilight of their life.

Thank you to all our staff who have the courage to carry these burdens of grief. Caring about people is essential to be a member of our team. When we care, we can be exposed to painful experiences. Have faith, you made a difference and the pain of loss is buoyed up by how important you were to these individuals in their days here. It is truly an amazing gift.

Make it a great day,
**PHOTO OF THE WEEK**

“A patient in our inpatient hospital worked on this for a good part of the day today. I thought this was an amazing work of art to share especially since it is Mental Health Awareness month. She is extremely proud of her artwork and the look on her face when she was done was absolutely priceless!”

— Laura Phillips RN, Behavioral Health Inpatient Hospital

Note: NCHC received consent to use this art in our newsletter.

Submit A Great Photo From Your Week!

Submit your photo and description to: Email: jmeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting. Please remember! To protect the privacy of our patients, clients and residents, photos are not to be taken of any of those we serve without written permission.

**Training Opportunity Sponsored by the Northern Regional Crisis Grant**

**BEHAVIORAL HEALTH ASSESSMENT & TREATMENT IN CHILDREN AND YOUTH**

by Dr. Richard Immler

9:00 am – 12 pm (Noon) • June 7, 2018

Live Streaming Video Link: http://tcs.ics.uwex.edu/tcs/?id=d7eafa62-e9e5-4091-8ad1-23a588065500

It is recommended to test link prior to watching live stream. You can also access the recorded version at the same link in the future. **Please RSVP to Liz Parizo LParizo@norcen.org at NCHC for accompanying material for the presentation.**

**Training Objectives**

Increase awareness of:

- National and Wisconsin Data on Behavioral Health Needs for Youth and those Served in Child Welfare
- Common Presenting Concerns
- Effect of Trauma and Loss
- Screening Tools Non-Med Evidence - Based Treatment
- CW & Prescriber Challenges & Opportunities
- Monitoring TX: Goals and Side effects Key Points regarding Medication TX
- Helpful Resources /Links

**Biography**

Richard Immler, MD DLAPA is a Board Certified in General as well as Child and Adolescent Psychiatry. The majority of his career has been spent working with counties to provide care to individuals of all ages, especially serving those with more severe mental health challenges. He also has had the honor to work with members of Native American communities and international refugees. His mental health policy interests are using data to improve outcomes, support for evidence based practices and adequate funding. He has provided consultative services to the Wisconsin Department of Health Services, White Pine Consulting and to therapists and clinics in northern and central Wisconsin. He is a member of the Wisconsin Council on Mental Health and the State Children and Youth Committee. Currently, Dr. Immler provides psychiatric services at North Central Health Care.

**CHECK OUT MORE INFO ONLINE!**

http://www.worldeatingdisordersday.org
Show Your Support! WEAR PURPLE on Friday, June 15
World Elder Abuse Awareness Day

Elder Abuse TAKES MANY FORMS

NEGLECT ISOLATION PHYSICAL FINANCIAL SEXUAL EMOTIONAL PSYCHOLOGICAL

Everyone can protect seniors. No act is too small.

It starts with one person and one action. If you suspect Elder Abuse - REPORT YOUR CONCERNS.

In cases of immediate danger, call 911.

In Marathon, Lincoln and Langlade counties, call Adult Protective Services at 1.888.487.3338.

www.norcen.org/StopElderAbuse

Learn More About Signs of Elder Abuse

Join Us for An OPEN HOUSE

Lakeside Recovery is expanding and welcomes you to join us to celebrate our newly expanded Medically Monitored Substance Abuse Treatment Program.

Thursday, June 7
11:00 am to 1:00 pm (NCHC Employees)
4:00 pm to 7:00 pm (Open to Public)

1100 Lake View Drive • Wausau, WI
Parking at Yellow Flag Lot – Watch for the Signs – New Entrance at Front of Building

• 4:30 pm Ribbon-cutting Ceremony with Wausau Region Chamber of Commerce
• Meet the Lakeside Recovery Team • Tours and refreshments!

Lakeside Recovery is a 21-Day Medically Monitored Treatment (MMT) Program that supports individuals through substance abuse and addiction recovery in a safe, sober environment.

www.norcen.org/Events

Thank You from Our Wausau Neighbors

Alexander Airport Park Kicks Off Opening with Celebration

“Please share our thanks to staff at NCHC & Mount View Care Center for taking the time to bring clients/residents to the Alexander Park Celebration on Sunday. It was a great day and it is important to our neighborhood group that staff and residents join in any activities in our neighborhood. It was fun to visit with those who did attend the event.”

– Sue Nowak, Southeast Side Neighborhood Resident

The new park has become a very popular place for kids and adults. With more pedestrians visiting we want to make sure we remind NCHC staff to slow down and drive with caution through the neighborhood on Lake View Drive. Wausau Police Department will be installing the speed trailer that monitors speed and caution signs are being installed as well.

If you have not had a chance to visit the park, please do and share this great neighborhood resource with your family and friends. Here’s a fun video of the airplane installation: https://www.youtube.com/watch?re-load=9&v=ph0cvwcfpiM

www.norcen.org • Lives Enriched & Fulfilled.
**FOOD SERVICES “TOP BANANA” OF THE WEEK!**

Congratulations Vanessa Steege

Each Week, Food Services will feature an outstanding employee from the department and award them the “Top Banana” trophy. This week’s Top Banana goes to Vanessa Steege.

Vanessa started at NCHC on January 9th, 2017. She is a full-time dietary aide but also is cross-trained as a cook. Many of you know Vanessa by her “plethora of tattoos”. Vanessa has been married to Bob for 25 years. She has twins boys: Tyler, who works at NCHC and Tegan, a former NCHC employee. She has two dogs and a “weird-o” cat.

A quote she lives by is “What happened in the past that was painful has a great deal to do with who you are today.” Vanessa’s favorite theme song is “I love rock and roll” by Joan Jett. She says, “what defines success is happiness, family and friends”. Three traits that define her is “she is organized (almost compulsive), reliable and fun”. This Top Banana is bittersweet as we are saddened to announce that this week is Vanessa’s last full week at NCHC, however she is staying on as occasional status. Vanessa went to school to be a Electrologist and she has found her dream job. Congrats Vanessa!

**SUICIDE THE RIPPLE EFFECT**

A film and a movement for hope and healing

The film chronicles the story of Kevin Hines, who at age 19 attempted to take his life by jumping from the Golden Gate Bridge. Since then Kevin has been on a mission to use his story to help others stay alive and find recovery.

**#BE HERE TOMORROW**

SuicideTheRippleEffect.com

**Wednesday, June 20, 2018, 7:30 PM**

Cedar Creek Cinema, 10101 Market St., Rothschild, WI

Local resource information and more will be available

The event will only take place if we get at least 100 people to reserve tickets!
You can reserve tickets and track our status at
https://gathr.us/screening/23091
For more info contact: Debi Traedler - traedlers@charter.net / (715) 551-0958
www.preventsuicidesmarathoncounty.org

**MARK YOUR CALENDARS!**

**EMPLOYEE UPDATES BEGIN MONDAY, JUNE 11**

**2018 – 2ND QUARTER EMPLOYEE UPDATES**

All employees should make arrangements to attend one of the following sessions.

**MON, JUNE 11**

WAUSAU CAMPUS

2:30 pm Theater

**TUES, JUNE 12**

WAUSAU CAMPUS

6:15 am Theater

ANTIGO CENTER

3:00 pm

**MON, JUNE 18**

WAUSAU CAMPUS

10:00 am Theater

**TUES, JUNE 19**

WAUSAU CAMPUS

3:30 pm Theater

**WED, JUNE 20**

WAUSAU CAMPUS

12:30 pm Theater

9:00 pm MVCC 1st Flr. Dining Room

**SIGN UP ON HEALTHSTREAM!**
PROFESSIONAL DEVELOPMENT SESSIONS AVAILABLE FOR ALL STAFF

Register in HealthStream!

Continuous Improvement is one NCHC’s Core Values. Learning and growing should be a part of every employee’s goals. Organizational Development at NCHC is offering sessions that are available to all staff. Just go to the Catalog tab in HealthStream and type in the session topic to search for open sessions. Topics include:

2018 Manager Specific Professional Development Opportunities
- Effective Communication for Managers
- Delegation for Managers
- Performance Feedback and Coaching for Managers
- Employee Engagement for Managers
- Behavioral Interviewing and Hiring for Managers

2018 Manager and Staff Professional Development Opportunities
- So You Think You Want to be a Manager?
- Having Difficult & Crucial Conversations
- Conflict Resolution
- Stages of Team Development
- Group Facilitation
- Effective Meetings
- Personal Leadership Brand
- Critical Thinking Skills
- Ethics & Boundaries

As additional professional development opportunities become available, managers and staff will be notified via email and the News You Can Use.

RETIREMENT NEWS

Congratulations Julie Myer!

Julie Myer has worked at NCHC for 38 years in our Dietary Services program. That is an amazing dedication to this organization! We will be celebrating her retirement on Friday, June 8th at 3pm in the Wausau Campus Cafeteria. Congrats Julie and thank you for your many years of service!

KRONOS SCHEDULED MAINTENANCE

June 6 • 10:30 pm to 3:00 AM

Kronos will have some scheduled maintenance taking place on June 6, from 10:30 pm to 3:00 am, that may pose potential for intermittent system down time.

During the maintenance window, expect the following:

Access to Website: Users will not be able to log in during the maintenance window.

Offline Punches: Scheduled maintenance should include an Offline Punches screen that users can access to punch during these windows, despite the application not being available. It is an auto redirect from the normal login screen and when the server is brought back online, the punches will be imported into your database.

Clocks: Punches will be stored offline and when the server is brought back online, the punches will be imported into your database.

New Workforce Ready Mobile App

Updated versions of the app will be available for download beginning June 14.

Do You Know of Qualified & Reliable Candidates?

Refer and earn a $500 Referral BONUS!!

Details are on page 49 of the YOU BENEFIT Booklet! Or on the Intranet at http://intranet/Portals/0/Resources/NCHC/Departments/NCE/Documents/YouBenefit_2018-Final_101317.pdf

Position Postings

Interested employees that want to apply for this position should visit www.norcen.org/Careers and click Career Opportunities.

<table>
<thead>
<tr>
<th>Title: MDS Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Status: Full Time</td>
</tr>
<tr>
<td>Location: Wausau</td>
</tr>
<tr>
<td>Job Posting Direct Link: <a href="https://bit.ly/2KdlYv0">https://bit.ly/2KdlYv0</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title: Registered Nurse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Status: Full and Part Time Positions</td>
</tr>
<tr>
<td>Location: Mount View Care Center</td>
</tr>
</tbody>
</table>
EMPLOYEES PARTICIPATE IN TWO PENCE AUCTION ACTIVITIES WITH RESIDENTS

Sharing Their Stories

In May, NCHC employees participated in a Two Pence Auction at Mount View Care Center, where residents big on staff time. All the bidding was with play money, of course, but several employees have fulfilled their auction duties and have spent some quality time with residents. Here is what a few employees had to say:

“I was able to meet/greet my resident after his lunch. We decided to take a walk and enjoy the warmth and sunshine and set off a few alarms on our way out. I learned that he has a LOVE for semi-trucks and Dukes of Hazard. He also enjoys watching different sports on TV too. We set-off a few more alarms on our way back in and I quickly found out that he is a very popular guy…Everyone knows his name…reminded me of Norm on Cheers. I was able to meet his friend Kim that is just a few rooms down from his. To end our time together, I wheeled him over to the Unit Clerk’s desk, where I was told he likes to hang out. I asked him if it would be ok if I would come visit again and he said yes and we high-fived each other to end our time together.”

– Amanda Gardner, HR Assistant

“I can’t say enough about my experience. I had supper with Priscilla. We had Famous Recipe chicken for supper. We ate outside on the picnic table outside. The weather was great. We then took a walk and had never seen some of the grounds. We spent 1 ½ hours. I told her I would come down again to spend time.”

– Brenda Budnik, Aquatic Services

“Sharon and I had a lovely time together. I was planning to spend some time cleaning her closet but she wanted to go outside for fresh air. She enjoyed some ice cream as well. To my surprise, she was talkative. We had a good time, which is the start to many more visits. I think it will be good to do other things with her.”

– Laural Harder, Volunteer Services

“Joy and I met and sorted her junk drawer and went through her clothes and got them organized. We had a nice time and lots of laughs.”

– Brenda Budnik, Aquatic Services

“Sharon and I had a lovely time together. I was planning to spend some time cleaning her closet but she wanted to go outside for fresh air. She enjoyed some ice cream as well. To my surprise, she was talkative. We had a good time, which is the start to many more visits. I think it will be good to do other things with her.”

– Suzanne Sedrak, Mount View Care Center

Watch for more stories in the News You Can Use and thank you to all those who are spending time with residents as part of the Older Americans Month. Engage at every age!
WHAT’S 4 LUNCH?

WAUSAU CAMPUS CAFETERIA

Cafeteria Hours: Open 7 am – 5:30 pm
A Cashier is on duty from 9:00 am – 10:00 am, 10:30 am – 1:30 pm.
When a cashier is off duty, an honor system is used for food purchases.

Serving Soup, Salad and Lunch Entrée Option
Monday – Friday.
All hot sandwiches, hot foods and cold bar items are $0.35/ounce.
Soup: $1.25 Cup | $2.00 Bowl

JUNE 4 – 8, 2018

MON 6/4 ........Cheesy Cauliflower Soup
Hot Ham on a Bun
Spaghetti Sauce
Rotini
Wax Beans
Sugar Cookie

TUES 6/5 Tortellini Soup
French Dip on a Hoagie w/ Au Jus
Breaded Pork Chop
Rice & Broccoli Augratin
Winter Blend
Apple Crisp

WED 6/6 ..........Corn Chowder
Breaded Fish on a Kaiser
Salisbury Steak
Brown Gravy
Barley & Mushrooms
Brussel Sprouts
Strawberry Whip

THURS 6/7 .....French Onion Soup
Hamburger with Fixins
Farm Fresh Chicken
Hawaiian Cole Slaw
Seasoned Squash
Pecan Pie Bar

FRI 6/8 ..........Campbell’s Tomato Soup
Shredded Teriyaki Chicken Sandwich
Polska Kielbasa
Mashed Potatoes
Sauerkraut
Monster Cookie

IT’S SUMMER

Time for a Sweet Bonus 4.99%

Transfer your existing credit card balances to a Marathon County Employees CU credit card. Transfer any balance between 6/1/18 and 8/31/18 and receive 4.99% APR for 24 months. After the promotional timeframe expires, remaining balances will migrate to standard APR applicable on your account. Contact the credit union for complete details.

APR = Annual Percentage Rate
All loans are subject to MCECU’S normal credit requirements.

Apply Online @ www.mcecu.org

Don’t already have a MCECU Credit Card?
Contact Pete to Apply!

Peter.Wolf@co.marathon.wi.us
715-261-7685 • 400 East Thomas Street • Wausau, WI 54403

Proudly Serving NCRC Employees and Their Family Members Since 1965.

2017 Annual Report

We invite you to reflect on 2017 by viewing our 2017 Annual Report available on our website at: www.norcen.org/AnnualReport or on the Odrive in the News You Can Use folder: Annual Reports.

Transfer your existing credit card balances to a Marathon County Employees CU credit card. Transfer any balance between 6/1/18 and 8/31/18 and receive 4.99% APR for 24 months. After the promotional timeframe expires, remaining balances will migrate to standard APR applicable on your account. Contact the credit union for complete details.

APR = Annual Percentage Rate
All loans are subject to MCECU’S normal credit requirements.

Apply Online @ www.mcecu.org

Don’t already have a MCECU Credit Card?
Contact Pete to Apply!

Peter.Wolf@co.marathon.wi.us
715-261-7685 • 400 East Thomas Street • Wausau, WI 54403

Proudly Serving NCRC Employees and Their Family Members Since 1965.

JUNE DAIRY BREAKFAST

Sunday June 3, 2018 8 am-12:30 pm
Jim and Carol Bunkelman Farm
6470 Mason Road Athens, WI 54411

Adults: $8.00  Children (6-12) $3.00  Children (5 and under) Free

Activities
Children’s Activity Area
The Incredible Milking Cow
Children’s Pedal Tractor Pull
Tractor Simulator
Antique & Pulling Tractor Display
WDEZ Polka Jamboree
5K Run/Walk
NEW THIS YEAR- Gift Shop

Breakfast Menu
Scrambled Eggs with Ham and Cheese
Pancakes with Real Maple Syrup
Sausage Patties
Cheese Curds
Milk and Coffee
Ice cream

Sponsored by

For more information or to volunteer please visit marathonppa.org