Issue 39 • Oct. 19 – 25, 2018



For The Employees of North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Zero Suicide

While I have never lost someone close to me to suicide, I distinctly remember losing a classmate in high school and watching classmates as they lost loved ones to suicide. I remember each day fairly vividly, the feelings I had, and from time to time these individuals cross my mind in unexpected ways. My personal experience is much different than those directly impacted by suicide but yet it would seem the presence of suicide is likely in all our lives to some degree. I assume many individuals who work here at North Central Health Care have personally been impacted by suicide with friends and family but certainly our work

is aimed at preventing suicides. We work with a very vulnerable population. The pain of the loss in a life

to suicide runs wide in a community like ours. Each suicide in our community is one suicide too many. As we move in 2019 as an organization, there is more we can do to reduce the risk and occurrence of suicide in our community, therefore NCHC will be launching our own Zero Suicide Initiative.



Zero Suicide is a commitment to suicide prevention in health and behavioral health care systems that comes with a specific set of strategies and tools. Fundamentally, those who support the Zero Suicide Initiative believe that anything short of zero suicides in health care is unacceptable. In our regional service area, we have some work to be done to achieve the goal of Zero Suicides. Our goal will be to pursue safer, more effective suicide care approaches in our local health care systems. We will look for gaps that exist in the delivery of care to those at risk for suicide and to provide leadership for more comprehensive and evidence-based care.

We will be formally launching our Zero Suicide Initiative soon, but before we do we are asking for your help. On October 29 you will receive an email sent by me to everyone at NCHC with information on how to participate in the Zero Suicide Workforce Survey. This survey will help us better understand your needs and our organization's ability to address issues related to suicide. I am asking each of you to take 10-15 minutes to complete this survey; many questions require some reflection. The results will help inform and improve our staff training and patient services. The survey link will be assigned through HealthStream to <u>all</u> employees, and our

ADMINISTRATOR ON-CALL x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

Monday, Oct. 22 – Sunday, Oct. 28

Sheila Zblewski



Make it a great day,

Welcome Our New Employees!

Recognizing Medical Assistants Medical Assistant Shout Out!

Respiratory Care Week ... October 21-27

Halloween Plans? b

Fall Cleanup Care

HR Insights

hout

Evening of Jazz Thank You!

Kimberly Moore, Crisis

Why: Going above and beyond to work with community partners!

Submitted By: Liz Parizo



out

entire management team is committed to

ensuring each employee is given time to com-

plete the survey, which will remain open until

November 26. Thank you in advance for your time

and commitment to this very important initiative.

michally



NEWS YOU CAN USE



Show your Support Get your ALZHEIMER'S AWARENESS T-SHIRT for November Alzheimer's Awareness Month!



PHOTO OF THE WEEK

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 <u>not</u> to be taken of any of those we serve without written permission.



WERE YOU UNABLE TO ATTEND 3RD QUARTER EMPLOYEE UPDATES OR WANT TO SEE THE PRESENTATION AGAIN? Video Recording Available Online

We want all employees to be able to attend the Employee Updates Sessions to connect with leaders, ask questions, and meet with team members you may not regularly have the opportunity to. However, we do know that there are instances in which you are just not able to make it or wish to view the presentation over again.

You can now view the 2018 3rd Quarter Updates from September in full format by visiting the NCHC YouTube Channel. Check out some of the other great videos there, too!

https://youtu.be/d-sv6al17K0

The video is also available on the O'drive: Employee Updates folder contains the complete slide shows and videos for all Employee Update sessions.



Click <u>here</u> for this week's Crime of the Week. http://marathoncounty.crimestoppersweb.com/crimeoftheweek.aspx

ORDER ONLINE AT http://bit.ly/ALZmonth PAYMENT TO NATASHA SAYLES (Checks Payable To NCHC)

Orange - I support the cause and a vision of

a world without Alzheimer's

Contact Natasha with any questions at 715-848-4437 or text 906-281-1008

Yellow - I am supporting or caring for

someone with Alzheimer's



NEWS YOU CAN USE

WELCOME THESE NEW EMPLOYEES TO THE TEAM!



From left to right: William Gau, CNA, Northwinds Vent David Derus, Psychologist, Outpatient MH & AODA Laura Wendorf, Switchboard Operator, Communications & Marketing Leah Vanderloop, Case Manager, Community Treatment Youth Gina Giovanoni, Central Scheduler, Nursing Home Administration

Cinneidi Comfort, Dietary Aide, Food Services Roxanne Fleenor, Housekeeping Aide, Nursing Home Housekeeping Devin Klobucnik, Storekeeper, Purchasing Jordan Faber, Dietary Aide, Food Services Kiran Schroeder, Dietary Aide, Food Services

NCHC IS SEEKING SCRUBS DONATIONS Can You Help?

Volunteer Services is embarking on a new initiative and seeking donations of scrubs workwear. If you have any clean scrubs that you would be willing to donate, please drop them off in the Volunteer Services department at the Wausau Campus. We appreciate your help. Watch the News You Can Use for more exciting news on this initiative in the near future. Thank you in advance. Questions? Please contact Laural or Kathy in the Volunteer Services Office at x4450.



Outpatient/Community Treatment Medical Assistants: Steve Jeske, Jayne Rekowski, Shari Rolain, Sierra Smith

Celebrating Medical Assistants Recognition Week 2018 October 15-19



"I would like to give a shout out to the medical assistants that work here in Outpatient for Medical Assistant Appreciation Week. They really hold the clinic together and are great team players."

- Sierra Smith, Medical Assistant Merrill Center





RESPIRATORY THERAPISTS & BREATH OF FRESH AIR

Mount View Care Center

NEW MICROSOFT OFFICE CLASSES OFFERED FOR EMPLOYEES Visit the CCITC Page on the Intranet for Calendar!

On any network computer, visit the intranet page at http://intranet and click the CCITC link for a Calendar of Microsoft classes. Classes are scheduled for covering the basics of Outlook, Word, and Excel.

Employees can enroll by going to the CCIT calendar and click the date of your choice to begin. Please seek manager approval before signing up for any classes. Classes are being offered at both NCHC, and at 212 River Drive, Room 4.



HEALING WITH HORTICULTURE An Intern's Journey

This past spring break I went on a rock climbing trip. I have been rock climbing for many years and love the sport. Although I know there are dangers involved, I never thought I would witness a deadly tragedy.

I have struggled with mental health issues in the past, and witnessing this death sent me into a downward spiral. Within days, I wound up in a mental health unit. After receiving treatment, I was determined to get myself back on track. I continued counseling, got back on the rock wall and applied for what sounded like a cute summer internship.

After an awkward phone interview and a not too shabby in-person interview, I was offered the internship at the Gardens. I took the offer with no second thoughts, but soon starting feeling hesitation and anxiety. I wasn't sure if I could handle the social interaction, the long days, or the stress of living with a board member and total stranger during this critical time of recovery. After giving it some thought, I realized I needed to change my attitude and look at the opportunities that the internship would provide. Not only would I build my resume and my knowledge of biology, I could focus on making new habits, meeting new people, and learning to feel present in my own mind again.

As an enthusiast of fast paced activities, I never understood gardening. What do you gain from it? A tomato? A pleasant view? A sunburn? A bee sting? I, of course, received all of these things, but I also reaped the benefits of being outside in a positive, calming environment. There was a pattern to when I worked and what I did. A lot of my hours were spent talking to people, but there were many hours spent alone with my own thoughts. I took lessons from nature's ways and practiced feeling present, in control, and strong. As the summer went on, I learned to control my negative thoughts and look at the garden with new eyes.

I now have an appreciation for what gardening is, and the unique value of spending time with nature. Whether I was among people or alone in the garden, I was receiving the therapeutic benefits of a horticultural space. The healing power of nature is real, and with conservation on the downfall and mental health issues on the rise, places like the Gardens are truly a treasure. Spending the summer in the Gardens has transformed and restored me. This internship will have a profound effect on me for many years to come.

Written by Eva Cler, Monk Botanical Gardens Intern 2018

Reprinted from the Monk Botanical Gardens October Enewsletter 2018







Entire Adult Day Services Team!!

"I just think that the clients are so blessed to have this specially gifted staff who take care of them on a daily basis, from picking them up on the bus and helping to transport them to ADS, engaging them all day, assisting them with their meals and getting them back home. It takes special people with giant hearts to do what they do. I see them out in the hallways almost every day and it just blesses my heart to know that they have people like the staff of ADS who will care for them."

- Submitted by Sherry Gatewood, PA-C, Aspirus Business Health

Many of the individuals we serve in the Wausau area use public transportation to get to their appointments. We would like to challenge employees or community partners to participate in this initiative to support the WATS system. See below!



TRANSIT CHALLENGE NOVEMBER 13th - 15th

The Greater Wausau Metro Area Transit Challenge will educate the Wausau metro area community about the value of a good and sustainable transit system by soliciting volunteers from a wide spectrum of its citizens to take three days to ride the bus on their way to work and during their daily activities. Those who accept the challenge will be provided with a monthly bus pass and a journal/transit passport to record their activities and expenses. They will be refunded taxi expenses for those destinations that cannot be accessed by bus.

> For more information please contact E: NAOMI4JUSTICE@YAHOO.COM P: (715) 301 - 8385



Shout out To the

Entire Riverview Towers Team!!

"A big shout out to all the staff at Riverview Towers Residential program who go above and beyond daily to work as a team and take great care of our clients and even assist other residents in the building that we don't provide services too. No matter who asks for help everyone is always willing to assist which is an amazing core value that NCHC is all about. You are all an amazing team and do so much for each and every one of our clients. Without all of the staff's teamwork I would not be able to complete my job. They are truly the heart of Riverview and I am thankful to have such a strong team by my side. I cannot thank you enough. Thank you."

- Submitted by Jamie Collins, Residential Care Coordinator - Residential Services

> Give someone a big shout out and thank them for their Person-Centered Service!

> > Send your SHOUT OUTS to jmeadows@norcen.org.





TRICK-OR-TREATING AT MOUNT VIEW CARE CENTER

Wednesday, October 31, 2018

3 – 4:30 pm Open to Public! RESIDENTS WILL BE PASSING OUT CANDY!



HALLOWEEN CANDY DONATIONS WANTED! Can You Donate?

Halloween is quickly approaching, and the Activities Department is in need of small wrapped candies for our safe trick-or-treating taking place on Wednesday, October 31 from 3:00 to 4:30pm.

Candy donations can be dropped of in the Mount View Care Center Information Station or 1st Floor Activity Office. Questions can be directed to Sandy at ext. 4305.We thank you for your donations!

CHECK OUT FACEBOOK EVENT INFO ONLINE!





Do You Know of Experienced, Qualified and Reliable Candidates for the following positions: CNA, Dietary Aide or Residential Caregiver?

Here's your chance to earn

You could earn the following REFERRAL BONUS.... When your recruit joins the NCHC Team and after you have both met the referral requirements.¹

CNA	\$1000
Dietary Aide (0.3 FTE)	\$200
Residential Caregiver**	\$500

How to Apply? TEXT "Refer" to 715.598.3663 or complete the referral form located in HR and the MVCC Administration Office. Submit to Human Resources at the time your recruit applies for employment at North Central Health Care.

*Referral requirements: Half of payment is disbursed after 6 months and the remainder after 1 year. You <u>and</u> your recruit must be in good standing throughout this period. What does that mean? No written warnings for attendance or other performance issues.

****\$1500 Sign-On Bonus for Residential Caregiver New Hires.** See Human Resources for details.

Hurry! This Great Referral Bonus Period **Expires December 31, 2018.**

Hinsights

Position Postings

Title: Certified Nursing Assistant https://bit.ly/2DFrx70

Status: Full-time & Part-time Openings

Location: Mount View Care Center

Make a difference in residents' lives! Bring our nursing home residents hope and cheer. Become part of a team that provides the highest level of rewarding work.

Position Posting

Title: Dietary Aide https://bit.ly/2NP28wq

Status: Limited Part Time and Full Time

Location: Wausau Campus

Work involves resident centered meal service, food assembly, dish room assembly, pot-n-pan clean up, as well as general housekeeping tasks.

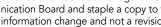
GOOD THINGS COME TO THOSE WHO TEXT.

, know someone who would be great on our NCHC Team? t **"Refer"** to **715.598.3663** and you are eligible t **"Refer"** to **715.598.3663** and you are eligible Do You Know of A Qualified Candidate? Refer and earn a \$500 Referral BONUS!!

Text "Refer" to 715.598.3663



Updates have been made to the emergency and on-call information supplied by Marathon County Maintenance and Facilities Management. Please check you NCHC email, consult your department Communication Board and staple a copy to the inside of your Connections Guide. This change is just a contact information change and not a revision to the procedure for contacting maintenance.





People who exercise vear-round are less likely to injure themselves while doing outdoor chores.

WARM UP

Warming up with a

exercises and a

short walk around

the block could save

This will also help you

you pain tomorrow.

enjoy the beautiful

autumn scenery!

few gentle stretching



Blisters are common from raking, so wear gloves to avoid this uncomfortable injury



More than 28 000 people are medically treated each year for injuries related to unpowered garden tools, like rakes

and shovels.



for one hour a

According to MyFitnessPal, a 175-pound person can burn as many as 318 calories while raking leaves

You might not notice how hard your body is working as you rake Make sure you have a full water bottle on hand and hydrate every 15 minutes

1*Safety Notes: Safe Use of Rakes and Shovels." University of California Agriculture and Natural Resources Risk and Safety Services. October 2010, Accessed September 16, 2016, safety ucanr, edu/files/57413, pdf 23 "Calories Burned from Exercise," MyFitnessPal, Accessed September 16, 2016. www.myfitnesspal.com/exercise/lookup

Don't make your back

do all of the work!

Instead, bend your

knees and lift with

your legs. Stand as

straight as you can

prevent back injury.

MORE RAKING TIPS AND FACTS

tidbitsbenefits

AUTUMN RAKING SAFETY TIPS

the weather cools down, you might have some extra chores around

the yard. Be sure to consider these tips before you start raking



EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI North Central Health Care Campus Door 25

Schedule an Appointment:

715.843.1256 or MyAspirus.org

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm Tuesday: 6:30 am - 3:00 pm Thursday: 10:00 am – 6:30 pm



North Central Health Care United Wa

TEAMING UP FOR "MAKE A DIFFERENCE DAY"! SATURDAY, OCT. 27, 9 AM - 12 PM

Interested in volunteering?

On Saturday, October 27 from 9 am to 12 pm, the NCHC Team will be volunteering at this special United Way Community event to MAKE A DIFFERENCE. We will be raking lawns and doing yard work around the Wausau community at homes that have requested help. ** Please bring your own rake, gloves and warm clothes. Bring your family, friends or team and make it a day to give back together!

Please register for the event with our NCHC United Way **Committee at**

https://goo.gl/forms/ ecFvXzpdIRngWcnk1

Thank you for your support and for volunteering. Registration ends October 24, 2018 for our NCHC team (for planning purposes) but feel free to bring more people with you for the event day! If the time frame doesn't work for you but you are still interested in volunteering, please email imeadows@norcen.org and we can connect you to a time that will work for you!





Sherry Gatewood

WELLNESS CORNER

By Sherry Gatewood, PA

Here are some tips on preventing injury with fall clean up this year. The same

Wellness Center. Call 715-843-1256 to schedule a nursing appointment.

USE PROPER TOOLS

Before you buy gardening equipment, test it out in the store. Find tools that are the appropriate height and weight. This will prevent you from hunching over and injuring your lower back



SWITCH IT UP

People tend to favor one hand or side of their body when they're raking. To avoid using the same muscles, try switching sides every few minutes to avoid muscle fatigue.

PACE YOURSELF Ease into autumn cleanup and take regular breaks every 15-20 minutes.

Frequent breaks give you time to relax. rejuvenate and enjoy the autumn weather.





UPDATED **INFORMATION BELOW!**

Hinsights

BENEFIT OPEN ENROLLMENT PERIOD COMING UP OCT 23 – NOV 6 Make Your Selections

and Changes for 2019 Benefits

Every year you have the opportunity to review your benefit choices and make changes to your benefits for the following year. That time is now. The 2019 Open Enrollment runs from October 23 until November 6. It's important that you take the time to consider all your options so you can make the right choice for you and your family.

Open Enrollment is the time to add, change, or cancel any of your current insurance plans for the upcoming plan year (January 1, 2019 – December 31, 2019).

A 2019 Benefits at a Glance Sheet will be available at the Benefit Enrollment Meetings. The YOU Benefit 2019: A Comprehensive Benefit Resource Guide for North Central Health Care Employees will be available electronically this year. Watch your NCHC email for how you can get a printed copy if needed.*

Benefit Information Meetings Held Oct. 23 – 31

To further assist employees in understanding benefits that are available, a series of Open Enrollment Benefit Information Meetings are scheduled. We strongly encourage employees to attend one session and take advantage of the opportunity to ask questions and speak with representatives.

REVISED SCHEDULE		10/23	Wausau Campus Theater	9:00 am - 10:00 am
UPE	UPDATED ON 10/18/18		Wausau Campus Theater	2:30 pm - 3:30 pm
		10/24	Wausau Campus Theater	9:00 am - 10:00 am
			1st Floor Dining Room MVCC	3:30 pm - 4:30 pm
		10/25	Wausau Campus Theater	9:00 am - 10:00 am
			Wausau Campus Theater	2:00 pm - 3:00 pm
		10/26	Wausau Campus Theater	10:00 am - 11:00 am
			Merrill Center	1:00 pm – 2:00 pm
			Merrill Center	2:00 pm – 3:00 pm
		10/29	Antigo Center	12:00 pm - 1:00 pm
			Antigo Center	1:00 pm - 2:00 pm
		10/30	Wausau Campus Theater	11:00 am - 12:00 pm
	* In an effort to conserve our resources, the YOU Benefit Guides will be		Wausau Campus Theater	2:30 pm - 3:30 pm
	available electronically this year and employees	10/31	Wausau Campus Theater	1:30 pm - 2:30 pm
	will receive a smaller con- cise version. Employees			
	will receive a link to the full YOU Benefit Guide electronically. If you prefer	Sic	jn Up in Health	Stream

NEWS YOU CAN USE

YOU Benefit

2019 GUIDE

2019 Benefits at a Glance Sheet will be handed out at Benefit Info. Meetings.

YOU Benefit Guides are Electronic this Year!*

printed copy, watch you NCHC email for notices of YOU Benefit Booklet availability

https://login.healthstream.com/





or contact Eileen at x1902. www.norcen.org • Lives Enriched & Fulfilled.



& Commerce!

Celebrating Local Cuisine, Talent

NEWS YOU CAN USE

THANK YOU FOR YOUR SUPPORT **& FOR ATTENDING THE 5TH ANNUAL EVENING OF JAZZ!**

On Thursday, October 18, Community Corner Clubhouse and NCHC welcomes hundreds of attendees to the 5th Annual Evening of Jazz at Rothschild Pavilion. From 6 to 9 pm, guests enjoyed food from local restaurants: The Mint, Hanuman Express, World Market and Urban Street Bistro. The 2018 Community Partner Award was also given to the CART Team, who actively works to create positive interactions with Clubhouse members in our community. Thank you to all those who attended, supported, volunteered, donated and attended.















eveningo



The CART Team along with Marathon County Sheriff Departr and Wausau Police Department teams.

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Attendees enjoyed live music, great food and opportunities to win silent auctions and raffles to benefit Clubhouse.



WHAT'S 4 LUNCH? WAUSAU CAMPUS CAFETERIA

Cafeteria Hours: Open 7am – 5:30 pm

A Cashier is on duty from 9:00am – 10:00am , 10:30am – 1:30pm. 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 \$.35/ounce.



Soup: \$1.25 Cup | \$2.00 Bowl

OCTOBER 15 - 19, 2018

MON 10/22 ... Cheese Soup

Grilled Beef & Cheddar

Hungarian Pork Cutlet Egg noodles Rutabagas Brownies

TUES 10/23....Beef Bowtie Soup Bacon Cheeseburger

> **Poor Man's Lobster** Twice Baked Mashed Potatoes Cabbage Slaw Lemon Poppyseed Cake

WED 10/24 Tomato Barley Soup

Breaded Chicken Fingers

Roast Beef Boiled Potatoes Carrots Cherry Delight

THURS 10/25. Chicken Dumpling Soup Tuna Wrap

Seasoned Chicken Yams Jellied Cranberries Rainbow Cubes

FRI 10/26......Split Pea

Baked Ham on a Kaiser

Beef & Rice Stuffed Peppers Mashed Potatoes Sour Cream Fruit Salad Reese's Peanut Butter Cookie Marathon County Employees Credit Union Happy International Credit Union Day! FIND YOUR FIND YOUR IN CREDIT UNIONSWEST. 1948

A Special Thank You to All of Our Members! Proudly serving NCHC Employees and their Families

> Already a member: Thank you! Not a member: Contact us today!

www.mcecu.org • cuteller@co.marathon.wi.us 400 East Thomas Street

FLU SHOT REQUIREMENT: Employees that DO NOT complete by November 1st, 2018 are to be removed from the schedule until both items have been completed and this can also affect your Performance Evaluation Merit Increase.

RENEE'S FLU SHOT OFFICE HOURS

Monday, October 22nd 2:00 p.m. – 3:00 p.m. Tuesday, October 23rd 3:00 p.m. – 4:00pm Wednesday, October 24th..... 10:00 a.m. – 11:00 a.m. Thursday, October 25th 3:00 p.m. – 4:00 p.m. Friday, October 26th 10:00 a.m. – 11:00 a.m.





EMPLOYEES HAVE UNTIL NOV. 1 TO GET THEIR FLU SHOT!

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