

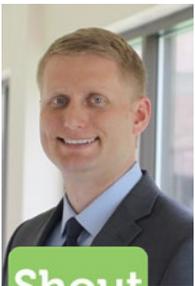


A Weekly Update
For The Employees of
North Central Health Care



PHOTO OF THE WEEK

"Food Services - A BIG THANK YOU!" - Submitted by Santa's Elf

Shout out

WEEKLY CONNECTION WITH MICHAEL LOY

Person-Centered Service Moment of Excellence

Each week I think about how to keep everyone up to date with the good happenings, our future directions and how we are connecting with our Person-Centered Culture where our Vision of *Lives Enriched and Fulfilled* comes alive. Here is an email I received this week. I could not imagine how to be any more inspirational this week than this. A huge "Shout Out" for these individuals.

Make it a great day,



Rachel Ramer



Liz Gress



Nanette Griese

"Today a situation arose where a member of our community walked in. He was homeless after losing his home in a fire last week. He appeared to be in poor mental health and seemed disorientated. Rachel Ramer met with him and did a Community Treatment referral. After she met with him, she walked him over to Langlade County Social Services to see if they could get him set up with either the Salvation Army or Red Cross to offer him vouchers so he had a warm place to sleep and food to eat. Liz Gress, Rachel Ramer, Nanette Griese, and I brainstormed to think of community partners that would be able to help this man in his situation. After reaching out to the Antigo Police Department, who housed him under a Salvation Army voucher the past two days, Langlade County Social Services (in particular Deana Shestak,) Salvation Army, and Red Cross, we were able to get this gentleman set up with some groceries for the night, a night at a local hotel, and he will be getting transported tomorrow to a shelter in Wausau. Rachel Ramer also provided him with a warm bowl of chili from our holiday lunch, as it was about 1 pm when he came in and he had not yet eaten anything.

I'm emailing you this because I think it is a phenomenal example of what teamwork, compassion for and dedication to helping others, and excellent community partnerships provide for the vulnerable populations within our tri-county communities. This man wasn't even a North Central Health Care client, but the generosity that went into helping him today brings tears to my eyes as I type this to you. This is what our jobs are all about. And this is just one example that I've had the pleasure to witness and be a part of in my role here; there are countless other moments of excellence that occur at North Central Health Care daily.

I wanted to pass this along so that these employees can be recognized. I could see the concern in Rachel, Liz, and Nanette's eyes as we discussed what we could do for this man and it really touched my heart! I know this is the "season for giving," but here at North Central Health Care, we're always giving to others and that is so special. Thank you!"



– Submitted by Shandah Stewart, Outpatient Services

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Person-Centered
Shout out

Carla Bube, Food Services

Why: Helped an associate in need - she cleaned up an unexpected mess that if left unattended would have been a safety concern in a high traffic area.

Submitted By: Mike Brundidge



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, Dec. 17 – Tuesday, Dec. 25

Kim Gochanour





THAT'S ALL CHILI!

"Food Services - A BIG THANK YOU!"
- Submitted by Santa's Elf

We all are very grateful for the chili lunch that was served this week for the NCHC team. But how many people stop to think where all that chili and great food comes from? Our wonderful team in Food Services not only keep our residents and patients full, but feed EVERYONE on the day of the Employee Holiday Celebration.

A BIG THANK YOU to the Food Services Team for all their work. This is the busiest day of the year for the team. It's A LOT of chili and a lot of work that we are all very grateful for YOU ALL! THANK YOU!!

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 not to be taken of any of those we serve without written permission.



Santa's Elf



2018

North Central Health Care ANNUAL EMPLOYEE

Holiday Celebration!





**ALL NCHC PROGRAMS
AND EMPLOYEES ARE
INVITED
TO PARTICIPATE IN
HOLIDAY SPIRIT WEEK!**

Holiday Spirit Week December 17-21 2018

Join us in celebrating the season with residents and staff of Mount View Care Center in our annual Holiday Spirit Week. All friends and families are invited to dress up and join in events throughout the week.

MON 17 **Sparkle and Glitter like a Star**
Wear a "Flashiest" Holiday outfit and Shine all Day!
Caroling at 10:15 (meeting in the MV lobby)

TUE 18 **Plaid Tidings To You**
Plaid and Flannel all day today! The more Plaid you wear, the Merrier you are!

WED 19 **All is Calm All is BRIGHT!**
The holidays aren't just for Red and Green, wear your Brightest/Neon Outfit Today.

THUR 20 **Holiday PJs & The Polar Express**
Don your comfiest Holiday PJs and join us on the Polar Express!
Polar Express Open House will have food for all to enjoy. Open at 9a-10p, 1st FL. Act. Room

FRI 21 **Holiday Character Day**
Santa and Rudolph or Scrooge and the Grinch, Dress Like Your Favorite Holiday Character.

Human Trafficking Informational Session

For NCHC & Marathon County Health Department Staff



January 16, 2019 • 1:00 - 2:30 PM

North Central Health Care Theater
1100 Lake View Drive, Wausau

Presenters:

Officer Sarah D'Acquisto
Wausau Police Department

Brenda Bayer
Human Trafficking Advocate
The Women's Community



Presented by



Victims of modern slavery are exploited in every region of the world, compelled into service for labor or commercial sex in the real world of industry and on the pages of the Internet.

In the fight against human trafficking, partnerships are critical between law enforcement, service providers, and other key actors within communities. Receive current information about what's happening locally, prevention efforts and how you can help.



FREE EVENT | NO REGISTRATION

For more info about this session, please call 715.261.1902 or email Eileen.eckardt@co.marathon.wi.us



Marathon County Crime Stoppers Inc.

Click [here](#) for this week's Crime of the Week.

<http://marathoncounty.crimestopper-web.com/crimeoftheweek.aspx>

SPAM AND JUNK MAIL

Message from CCITC

In the past week, many staff have seen a large increase of junk, SPAM, and phishing emails flowing into their inboxes. While we do have network level filtering, scam artists are constantly adapting in order to get past these systems. For example, in this latest batch, the authors are sometimes "spoofing" the from address to avoid being blocked.

Historically, in November we received 1.5M messages. Of those, our systems blocked 75% that were determined to be junk, spam and phishing. Unfortunately, some still get through.

Later this week, CCITC found the issue and made adjustments to block the SPAM and junk mail. If you have any questions, please do not hesitate to contact the HelpDesk at x6710 or 715.261.6710. Please check your norcen.org email for more information and helpful suggestions to combat junk mail.

BROCHURE REQUESTS

Run Out of Brochures in Your Programs? Contact Marketing at NCHC

This question come in frequently to NCHC's Marketing Department: Where can I get more brochures for our program? The answer is email NCHCMarketing@norcen.org and let us know how many brochures you need! Or you can stop into the Wausau Campus Mail/Copy Room and pick some up off the rack in the back of the room. We keep the literature rack full for you to grab as you need them, but just ask that when the supplies are running low, that you let us know! Always remember, you can point people to the NCHC website for information also, but we know that brochures are also very "handy". You can always call 715.848.4309 and let Jessica know you need more as well.



NCHC ROYAL NEIGHBORS MATCHING FUNDS DONATION

Thank You!

Thank you to NCHC Royal Neighbors for their matching funds donations for the Aquatic Services Bake Sale this last month. Royal Neighbors presented a check to Brenda Budnik, Aquatics Services Manager, which brought the grand total raised to support pool patients to \$2,072. Thank you Royal Neighbors!



NEWS, UPDATES, LINKS, STORIES, PHOTOS, VIDEOS!
GET SOCIAL! #IamNCHC



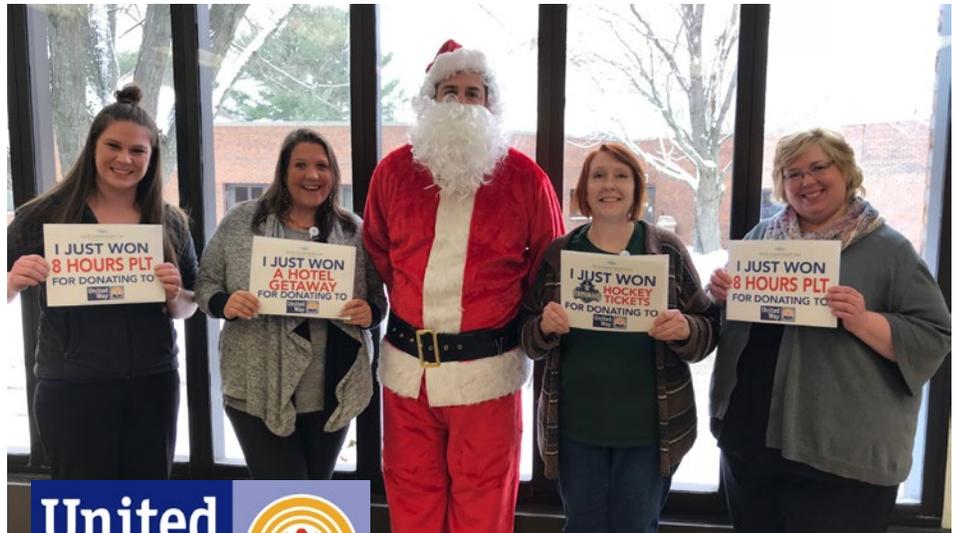
WINDOWS 10 ARRIVING!

Training Sessions Available December Through February

The Windows 10 operating system will soon be coming to NCHC as new computers are deployed within our organization by CCITC. Windows 10 Training Classes have been scheduled to help facilitate use and ease of the transition to the new operating system. (Please note: Windows 10 will be deployed as new computers are replaced or budgeted for in program areas. Not all programs will be receiving new computers.)

All classes will be held in the Wausau Campus Computer Lab. No sign-up required. You can stop in for 2 minutes or the full 2 hours. Casual question/answer sessions. Please see dates below for Computer Lab Windows 10 Info. Sessions.

- December 19 • 1-3pm
- January 3 • 8-10am
- January 8 • 2-4p
- January 16 • 1-3pm
- January 24 • 2-4pm
- January 28 • 1-3pm
- February 7 • 9-11am
- February 11 • 10-12am
- February 21 • 9-11am
- February 26 • 2-4pm



Thank You for Your Generosity!

UNITED WAY WORKPLACE GIVING CAMPAIGN WINNERS

Thank You for Your Generosity!

Congratulations to our 4 finalists in NCHC's United Way Workplace Giving Campaign Drawing! 179 Employees contributed to United Way Workplace Giving Campaign this year totaling \$20,528. These funds will support United Way efforts in our communities.

Throughout the year, we raised additional money that will be donated to the United Way from the Baby Shower, Basket Raffle, Monster Cookie Dough Sale and Jeans on Fridays.

Thank you to all those who have participated and supported our United Way events and Workplace Giving Campaign. YOU Make a Difference!

The Winners from the NCHC 12/12 at 12:12 Drawing!!!!

- Brittney Mengel – Outpatient Services Won 8 Hours PLT**
- Karissa Nelson – Community Treatment Won A Deluxe Hotel Getaway**
- Faye Bileddo – Food Services Won Admirals Hockey Tickets and Gas Cards**
- Michele Fandre – Birth to Three Won 8 Hours PLT**

Congrats and thank you to all our employees for your generosity throughout 2018! Stay tuned for the 10 finalists that will be selected by the United Way of Marathon County to win the NEW CAR!!! Announcement coming soon!



VAPING INFORMATIONAL SESSION AT NCHC Thank You for Sharing Valuable Information for Our Community

Thank you to our community partners at the Tobacco Free Coalition of Central Wisconsin for sharing valuable facts and resources on vaping. Presenters from University of Wisconsin Center for Tobacco Research and Intervention, AOD Partnership, and Marshfield Clinic Health System collaborated and provided great resources for attendees that gathered in three different informational sessions at the NCHC Theater. For more information, please contact Jenna.Flynn@co.marathon.wi.us



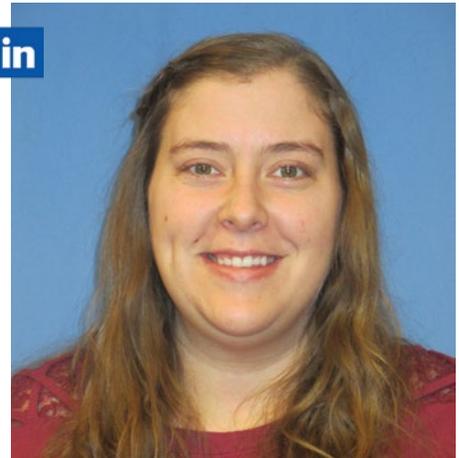
LENA START GRADUATES FIRST CLASS AT NCHC Congrats Babies and Families!

The LENA Start Marathon County Class graduated their first class of babies from the North Central Health Care workplace program. The LENA system measures the early language environment of children ages birth to 32 months. Using a "talk pedometer" that children wear in a comfortable, child-safe vest, LENA technology tracks conversations with children and the amount of words they are exposed to. Conversations and words are not recorded, just the data. With a week's worth of data from the device, parents and caregivers will receive weekly reports in the form of easily decipherable graphs and tables. In addition to seeing the data, caregivers partake in parent education classes led by trained LENA staff that will help improve interactions with the child.





North Central Health Care
Person centered. Outcome focused.



December 2018
Employee of the Month
★ ★ ★ ★ ★
HANNAH SPRANGER
Behavioral Health Services

Congratulations to Hannah Spranger for being recognized as NCHC's December Employee of the Month. Hannah works in the Crisis Center and has been called "The Rock Star of BHS." Her nomination this month shares a little bit of what being a Rock Star entails.

Hannah frequently assists Crisis staff in meeting the basic needs of our clients and takes on cleaning and organizational tasks as she sees the need - because it is the right thing to do and is helpful to all. She is currently covering the role of Utilization Review and recently covered the Court Liaison role as well. She also assisted in training the new court liaison and continues to cover any vacation days or unexpected absences. In addition to her Rock Star role, Hannah is also called the "Chameleon of BHS", and takes on a variety of rolls based on our needs and does so with a positive attitude.

When working with youth in crisis stabilization, she does everything in her power to ensure that our young clients are safe and comfortable while still providing a therapeutic structure. She provides excellent person-centered service by tailoring each experience to the individual. She takes youth outside and to the gym and goes the extra mile to make sure that they are cared for.

Join us for the Employee of the Month Celebration for Hannah on Tuesday, December 18 at 2:00 in the Gym & Rec Center on the Wausau Campus. Congratulations Hannah!

This holiday, make a difference while you shop

Shop for holiday gifts and supplies at smile.amazon.com and Amazon donates

You shop. Amazon donates.
[amazon smile](http://amazon.com/smile)



DID YOU KNOW YOUR PURCHASES ON AMAZON CAN MAKE A DIFFERENCE TO THOSE WE SERVE?

AmazonSmile donates to North Central Health Foundation, Inc. when you do your holiday shopping at:

smile.amazon.com/ch/93-0838179

There is no charge to you! Your shopping experience is identical. Just select North Central Health Foundation and Amazon donates a portion of your purchase price to our Foundation!

**REMAINING
EMPLOYEE UPDATE
SESSIONS**

**2018 - 4TH QUARTER
EMPLOYEE UPDATES**

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

MON, DEC 17	WAUSAU CAMPUS 10:00 am MVCC 1st Flr. Dining Room 3:00 pm Theater
TUES, DEC 18	WAUSAU CAMPUS 2:30 pm Theater
WED, DEC 19	WAUSAU CAMPUS 6:15 am Theater

SIGN UP ON HEALTHSTREAM!



tidbits on benefits

WELLNESS CORNER

By Sherry Gatewood, PA

'Tis the season for family, festivity, and food—lots of food.

Temptations are everywhere, and parties and travel disrupt daily routines. What's more, it all goes on for weeks. How do you stick to your diabetes meal plan or healthy eating plan when everyone around you seems to be splurging? Here are 5 tips that can help:

- 1. Holiday-Proof Your Plan** - You may not be able to control what food you're served, and you're bound to see other people eating a lot of tempting treats. Meet the challenges armed with a plan:
 - Eat close to your usual times to keep your blood sugar steady. If your meal is served later than normal, eat a small snack at your usual mealtime and eat a little less when dinner is served.
 - Invited to a party? Offer to bring a healthy dish along.
 - If you have a sweet treat, cut back on other carbs (like potatoes and bread) during the meal.
 - Don't skip meals to save up for a feast. It will be harder to keep your blood sugar in control, and you'll be really hungry and more likely to overeat.
 - If you slip up, get right back to healthy eating with your next meal.



Sherry Gatewood

- 2. Outsmart the Buffet:** When you face a spread of delicious holiday food, make healthy choices easier:
 - Have a small plate of the foods you like best and then move away from the buffet table.
 - Start with vegetables to take the edge off your appetite.
 - Eat slowly. It takes at least 20 minutes for your brain to realize you're full.
 - Avoid or limit alcohol. If you do have an alcoholic drink, have it with food. Alcohol can lower blood sugar and interact with diabetes medicines.

- Also plan to stay on top of your blood sugar. Check it more often during the holidays, and if you take medicine, ask your doctor if the amount needs to be adjusted.

- 3. Fit in Favorites** - No food is on the naughty list. Choose the dishes you really love and can't get any other time of year, like Aunt Edna's pumpkin pie. Slow down and savor a small serving, and make sure to count it in your meal plan.

- 4. Keep Moving** - You've got a lot on your plate this time of year, and physical activity can get crowded out. But being active is your secret holiday weapon; it can help make up for eating more than usual and reduce stress during this most stressful time of year. Get moving with friends and family, such as taking a walk after a holiday meal.

- 5. Get Your Zzz's** - Going out more and staying out later often means cutting back on sleep. Sleep loss can make it harder to control your blood sugar, and when you're sleep deprived you'll tend to eat more and prefer high-fat, high-sugar food. Aim for 7 to 8 hours per night to guard against mindless eating.

Most of all, remember what the season is about—celebrating and connecting with the people you care about. When you focus more on the fun, it's easier to focus less on the food.

HR insights

RETIREMENT NEWS

Congrats Michael Camp!

Congratulations to Michael Camp on the announcement of his retirement from NCHC. Mike has worked at NCHC for 17 years and serves as a Cook in Dietary Services. Thank you for your many years of making delicious food for us all! Join us for a retirement celebration in the Wausau Campus Cafeteria on December 20 at 3 pm.



ALL STAFF: IS YOUR HOME MAILING ADDRESS CORRECT?

Review/Update Your Address Information with Human Resources

Please review your current home and/or mailing address on record in the Human Resources to ensure your preferred address is used. Year-end mailings and your W-2 Tax Form will be sent via U.S. mail to your mailing address on file in Human Resources. If you have questions, contact Human Resources at 715.848.4419.



NCHC TUITION REIMBURSEMENT FOR EMPLOYEES PURSUING RN DEGREES Policy Update!

NCHC has recently modified the Tuition Reimbursement Policy for anyone pursuing a Registered Nursing (RN) Degree. Upon hire employees would be eligible immediately for tuition reimbursement if pursuing their RN Degree. The previous policy required employees to be working at NCHC for 1-year employment before requesting reimbursement. All other requirements of tuition reimbursement apply. Interested? Log into My Polices online and get all the forms you need to start receiving reimbursement for advancing your career. In My Policies, search for Tuition Reimbursement Policy. Questions? Contact Human Resources at hresources@norcen.org or call 715.848.4419.

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





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



DECEMBER 17 - 21

MON 12/17 ... Cheese Soup

Grilled Beef & Cheddar

Hungarian Pork Cutlet

Egg Noodles

Rutabagas

Brownies

TUES 12/18.... Beef Bowtie Soup

Bacon Cheeseburger

Poor Man's Lobster

Twice Baked Mashed Potatoes

Cabbage Slaw

Lemon Poppyseed Cake

WED 12/19 Tomato Barley Soup

Breaded Chicken Tenders

Roast Beef

Boiled Potatoes

Carrots

Cherry Delight

THUR 12/20 ... Chicken Dumpling Soup

Tuna Wrap

Seasoned Chicken

Yams

Jellied Cranberries

Rainbow Cubes

FRI 12/21 Split Pea Soup

Baked Ham on Kaiser

Beef Shred & Gravy

Mashed Potatoes

Sour Cream Fruit Salad

Reese's Peanut Butter Cookie

HOLIDAY GUEST MEALS

Guest meals for the upcoming holidays are limited to 4 guests per resident and the cost of each Holiday meal is \$5.00 each. Early ordering of guest trays is encouraged to assure adequate accommodations can be made. Please contact Food Services with any questions x4426.

HOLIDAY PIES AND BREADS AVAILABLE IN WAUSAU CAMPUS CAFETERIA

First Come, First Served! Get Your Holiday Treat Starting Next Week!



Beginning November 14 Food Services will be offering baked pies and breads for the holidays, Thanksgiving to Christmas, from 9am-1:30pm. They will be available on a first come, first served basis. The selection will vary day to day. Items and prices are as follows:

Holiday Breads Individually wrapped, 24 oz. loaf for \$8.00 each

- Pumpkin Walnut Bread w/Amaretto Glaze
- Lemon Poppy seed Bread w/Lemon Glaze
- Cranberry Walnut w/Granola Crunch

Fresh Baked Pies 8" Pies in Bakery Boxes

- Pumpkin...\$5
- Old-Fashion Apple...\$6
- Dutch Apple...\$6



Marathon County Employees Credit Union

Holiday Hours

Friday, December 21 st	Normal Business Hours
Monday, December 24 th	Closed for Christmas Eve
Tuesday, December 25 th	Closed for Christmas
Friday, December 28 th	Normal Business Hours
Monday, December 31 st	Normal Business Hours
Tuesday, January 1 st	Closed for New Year's Day

Merry Christmas and Happy New Year From All of Us at MCECU!

REMINDER: Next week will be the final News You Can Use Issue for 2018 and will be a 2-week edition.