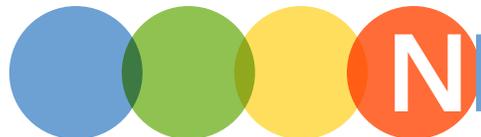





A Weekly Update
For The Employees of
North Central Health Care



"Welcome Our Newest Employee, Alvin!"



NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Addressing the Social Determinants of Health

Did you know that in the United States you can predict someone's health status and life expectancy by their zip code? Research shows that this one factor can impact their health and health outcomes. There has been shown to be as much as a 20-year difference in life expectancy based on your zip code. This is because zip code often defines the social determinants of health. Social determinants of health include factors such as socioeconomic status, race, ethnicity, gender, education, environment, employment, social support and connection to health care. All of these factors put together have an enormous impact on

an individual's health and health outcomes.

Knowing all of this it becomes clear on how important it is to work with a vast network of other community agencies and programs. Our Core Value of Partnership comes alive here where we are successful by building positive relationships by working across the organization and as a trusted County partner. This is why we partner with our local health systems, the United Way and many others to Enrich and Fulfill Lives of the people we serve. We cannot be everything to everybody but we can help to convene and coordinate the care of the population we serve in the broadest sense. If people with mental illness or an addiction are unable to have access to food, housing, or are going back into a social support that is not conducive to their care and treatment, then their health status and outcomes are going to be detrimentally impacted. These facts are likely intuitive to most in the field but the measure of true success is how we connect resources to the social determinants. It is how we bring this awareness to others and start to make the connections to resources. By being a connected community of resources and communications we can knock down barriers and improve the health of our community. As an organization we will continue to work ways to lead on these issues. Every week you see NCHC involved in something in the community to further our reach, create awareness and to make connections. This is important work and truly does end up impacting the people we serve. Now and in the long-run, we will be there to improve this community's health and health outcomes.

Make it a great day,

- Meet Alvin! 2
NCHC's Therapy Dog
- Performance Evaluations... 3
What You Need to Know
- Employees of the Month..... 4
New Celebration Date
- Cold & Flu Season 5
- NCHC in the News 6
Kim Moore from Crisis Services

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, Feb. 25 –
Sunday, Mar. 3

Laura Scudiere



1ST QUARTER EMPLOYEE UPDATES HAVE BEEN RESCHEDULED TO MARCH

Please Watch Your
Email, Communication Boards
and News You Can Use For
Updated Schedule Coming Soon!



Person-Centered Shout out

Judy
Weinhandl
& Cheryl
Zunker,
Switchboard



Why: Thank you for all your help with donations this time of year!

Submitted By: Laural Harder



WELCOME THIS NEW EMPLOYEE TO THE TEAM!



Follow Alvin on Facebook @AlvinLovesNCHC



Alvin and his human handler Daniel Shine from Lakeside Recovery.

PHOTO OF THE WEEK



Welcome



Alvin

NCHC Therapy Dog

Welcome to Alvin, NCHC's newest employee and Therapy Dog. Alvin will be an employee in Behavioral Health and attend many functions and programs and provide calming therapy to patients, residents and clients across NCHC. You will see Alvin accompanied by Daniel Shine, Lakeside Recovery Manager when he is at NCHC. Welcome to the team, Alvin. Be sure to check out social media and follow Alvin on Facebook. *He's quite the social dog!*

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.



SILVER PAGEANT MVCC Resident Given Photo from Silver Pageant

The organizers of the 1st Annual Silver Pageant congratulated and thanked Mount View Care Center resident Margie this week. Margie was selected as a finalist in the Silver pageant held at the Grand Theater in Wausau. Although Margie was unable to attend the pageant, she is still all smiles and we are so proud of her accomplishment. A large photo portrait was given to Margie along with a card. Congrats Margie!

RETIREMENT NEWS

Congratulations Janell Stelzl

With sincere gratitude for her service, NCHC would like to announce the retirement of Janell Stelzl on April 1, 2019. Janell has contributed 23 years of experience and dedication to NCHC and her achievements will not be forgotten.

Janell's sudoku scheduling expertise has been invaluable and her willingness to put in extra time and effort has demonstrated a commitment to excellence. In addition to her incredible competence and skill, she always had time for the residents and showed tremendous compassion for any resident that needed a friend or a hand to hold.

We will miss Janell dearly and wish her the best of luck. More information to come on a celebration of her retirement.

A Retirement Celebration will be held for Janell on March 28 at 2 pm in Wausau Campus Cafeteria.



Remember Janell's vocal talents and her awesome collection of fun sun toys from this great video?

Check it out on You Tube!

<https://bit.ly/2WTZvdk>



Position Posting

Title: Protective Services Representative

Status: Full Time

Location: Wausau - Adult Protective Services

Apply Online: <https://bit.ly/2BrT2NX>

The Protective Services Representative is responsible for coordinating necessary actions for the appointment of a guardian and protective services or placement, including required evaluations, organizing follow up, completing necessary court reports for cases on assigned case load and conducting adult/elder abuse/neglect investigations.

Minimum Education: Bachelor's degree earned from a four year college or university academic program.

Minimum Work Experience
One to three years experience

Required Skills

Bachelor's degree in social work or related field.
Ability to obtain social work certification
Valid Wisconsin driver's license and appropriate auto insurance coverage as required by North Central Health Care.
Must have the use of a personal vehicle.

SITUATIONAL AWARENESS TRAINING

Violence. It happens around us every day.

We hear about it on the radio. See it on TV. Read about it on social media. What can you do to protect yourself from violence? One of the best ways to survive an incident is to be aware and have a game plan if something happens near you. You can start by attending a 1-hour Situational Awareness training being offered to all staff, led by Bob Wilcox, NCHC Law Enforcement Liaison (super awesome individual and we can't say enough good things about him – his words, of course).

So what is Situational Awareness? Situational Awareness or "SA" is a frame of mind in which you are relaxed yet aware of your surroundings and also aware of whom or what could be of help to you if a problem were to arise. This 1-hour training will provide you with information so that you can feel better prepared to handle an adverse situation.

Please register in HealthStream to attend one of the following sessions in the Theater:

Tuesday, February 26	6:30am – 7:30am	Theater
Tuesday, February 26	10:30am – 11:30am	Theater
Wednesday, February 27	1:00pm – 2:00pm	Theater
Wednesday, February 27	3:30pm – 4:30pm	Theater

NOTE: These sessions are available for all employees to attend, however some staff are required to attend. Please log into HealthStream to view your assignments and electives. Questions? Please contact Mary Jo in Organizational Development at 715-841-5162 or mmonday@norcen.org

PERFORMANCE EVALUATIONS ARE COMING UP!

Below is the Breakdown of a Performance Evaluation at NCHC

If you have questions, please talk with your manager or supervisor, Human Resources or Organizational Development.

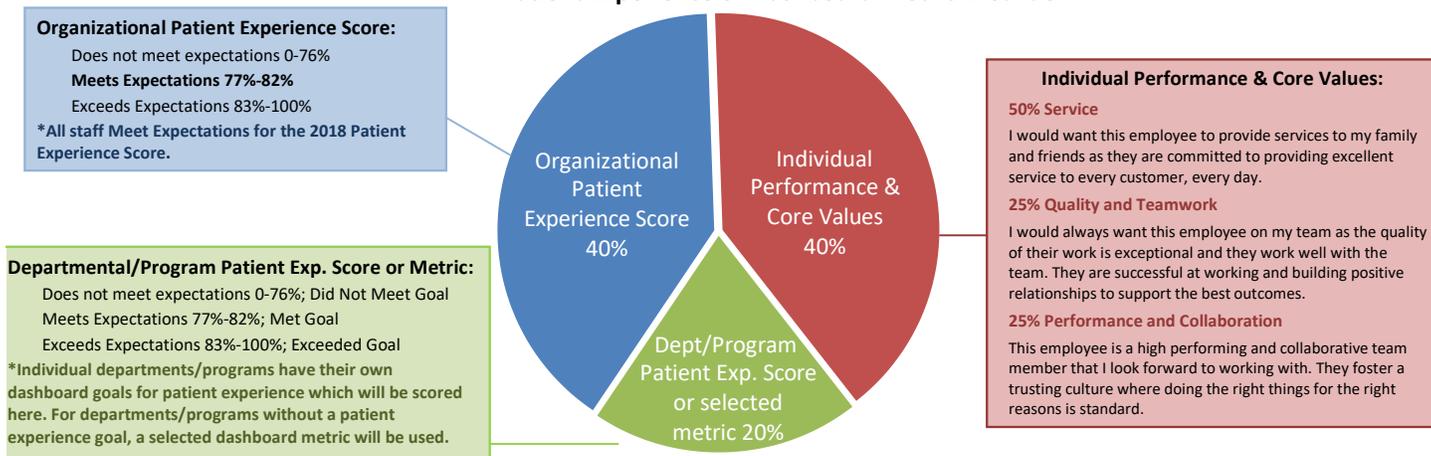
2018 Staff Performance Evaluations

Your supervisor will complete your Annual Performance Evaluation for 2018 by mid-February using the following information:

- **Competencies:** Your supervisor will review your attendance at any job specific competencies that you may have been asked to attend and will also check your Healthstream transcript for organizational competencies. If you have not completed your competencies, you are automatically ineligible for a 2019 increase.
 - **You have until December 31, 2018 to complete all your Healthstreams.**
- **Organizational Patient Experience*:** This is based on our 2018 Organizational Patient Experience Dashboards results.
- **Department/Program Patient Experience* or Dashboard Metric:** This is based on each department/program Patient Experience result (for direct service areas) or a selected 2018 Dashboard metric (for support service areas).
- **Individual Performance and Core Values:** This section is based on three areas – service, quality and teamwork, and performance and collaboration.

*The scores from the Organizational Patient Experience and your Departmental/Program Patient Experience are based on surveys sent to families/residents we serve.

Patient Experience or Dashboard Metric Breakdown





North Central Health Care
Person centered. Outcome focused.

February 2019

Employees of the Month



ADULT PROTECTIVE SERVICES TEAM

Congratulations to the entire Adult Protective Services team for being honored with the February 2019 Employees of the Month. Recently, a local nursing announced their closure. With just a few days to relocate 28 residents, the entire Adult Protective Services team pulled together and successfully relocated all the residents. They conducted themselves with professionalism, integrity, dignity and the highest level of service excellence. The residents that moved to MVCC are happy and commented positively on their transition.

"The entire Adult Protective Services team handled this situation with professionalism and did whatever they could to make it happen."

Congratulations Adult Protective Services Team!

A celebration will be on Wednesday, February 27 at 1:00 pm in the Wausau Campus Cafeteria.



Brenda Christian



Jessica Aderman



Baily Phillips



Valerie Paquette



Cheryl Martino



Jennifer Thompson

OVER 100 BUILDINGS WILL LIGHT UP IN BLUE & GREEN FOR #NEDAWARENESS WEEK

National Eating Disorder Awareness Week Feb. 25 – Mar. 3, 2019

From the famed Empire State Building in the east to Los Angeles International Airport's stylish, 100-foot, glass pylons in the west, more than 100 iconic landmarks in dozens of cities and over 40 states will light up in the signature blue and green colors of the National Eating Disorders Association (NEDA) to put a spotlight on the seriousness of eating disorders.

The coast-to-coast effort will unite dozens of U.S. cities in observation of the 32nd annual National Eating Disorders Awareness Week (#NEDAwareness Week), Feb. 25 - Mar. 3, 2019.

You can find more information and support here <https://www.nationaleatingdisorders.org/blog/over-90-buildings-will-light-blue-green-nedawareness-week>



National Eating Disorders Association

LOCAL MENTAL HEALTH SERVICE FORUM

Raise Your Voice

Do you think our community needs stronger mental health services? NAMI Northwoods invites you to a free advocacy workshop and mental health forum with county and state policy makers. The facilitator, Sita Diehl, recently retired to Wisconsin after serving as Director of State Policy for NAMI's national organization.

During the **hands-on workshop** you will learn about the issues, why advocacy is important and the power of your personal story to move decision makers. You will receive messages, step-by-step tools and the practice you need to feel informed, confident and ready to make a difference.

Potluck Lunch: Bring a dish to pass at lunch and talk with others who care about mental health.

In the afternoon, a panel of county and state policy makers will share their thoughts on how to strengthen local mental health services and will respond to audience questions and ideas.

Date: Saturday, March 16, 2019 Time: 10:30 am to 2:00 pm Place: Grace United Church of Christ, 535 S 3rd Ave, Wausau, WI 54401

For information and RSVP, contact NAMI Northwoods: NAMI.northwoods@gmail.com

NAMI Northwoods is the local affiliate of the National Alliance on Mental Illness. NAMI is a grassroots organization of individuals and families offering mutual support, education and advocacy to build better lives for all who are affected by mental illness. Learn more: www.nami.org





tidbits on benefits

PREVENTATIVE SCREENINGS

About the Employee Health & Wellness Center

Preventive screening exams help to ensure appropriate management of chronic health conditions, find undiagnosed conditions, and provide preventive care to improve overall health. Routine check-ups can help maintain a state of good health and improve current health.

A patient recently asked what a wellness exam entailed. I explained to the patient that it is a routine physical exam in which I discuss all aspects of your health in relation to your current health problems, past surgeries and family medical history. From this information, we determine your current state of health, as well as your risks for specific diseases. Vital signs such as blood pressure will be taken to provide a screening for heart disease and other conditions. A review of how you are feeling establishes other items to be investigated and addressed during your examination. Lab tests may be ordered to screen for high cholesterol, diabetes, and other conditions to ensure your health. Finally, at the end of the visit I will summarize a plan for continued good health, and the next steps in chronic condition support, and follow up as if necessary.

As a reminder, you can call (715) 843-1256 to schedule an appointment. Please be sure to bring your health insurance card with you to all appointments. Our hours are:

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



The Employee Health & Wellness Center experienced its first episode of influenza this week. There is still time to get Flu Shot for this season. If you have family members have not already done so, they can get your flue shot here!



NOT OUT OF THE WOODS YET Cold & Flu Season!

As we approach the Flu season, I am hopeful that everyone who can has received the flu vaccine this fall. Vaccine is available at the Employee Health and Wellness Center for those family members who have not received it. It is best to get the vaccine before the season starts but it can be given anytime during the flu season October through April. I want to share some information from the Centers for Disease Control and Prevention (CDC) on the difference between the flu and a cold.

What is the difference between a cold and flu?

Flu and the common cold are both respiratory illnesses but they are caused by different viruses. Because these two types of illnesses have similar symptoms, it can be difficult to tell the difference between them based on symptoms alone. In general, flu is worse than the common cold, and symptoms are more common and intense. Colds are usually milder than flu. People with colds are more likely to have a runny or stuffy nose. Colds generally do not result in serious health problems, such as pneumonia, bacterial infections, or hospitalizations. Flu can have very serious associated complications.

How can you tell the difference between a cold and the flu?

Because colds and flu share many symptoms, it can be difficult (or even impossible) to tell the difference between them based on symptoms alone. Special tests that usually must be done within the first few days of illness can tell if a person has the flu.

What are the symptoms of the flu versus the symptoms of a cold?

The symptoms of flu can include fever or feeling feverish/chills, cough, sore throat, runny or stuffy nose, muscle or body aches, headaches and fatigue (tiredness). Cold symptoms are usually milder than the symptoms of flu. People with colds are more likely to have a runny or stuffy nose. Colds generally do not result in serious health problems.

Is it a cold or flu?		
Signs and Symptoms	Influenza	Cold
Symptom onset	Abrupt	Gradual
Fever	Usual	Rare
Aches	Usual	Slight
Chills	Fairly common	Uncommon
Fatigue, weakness	Usual	Sometimes
Sneezing	Sometimes	Common
Stuffy nose	Sometimes	Common
Sore throat	Sometimes	Common
Chest discomfort, cough	Common	Mild to moderate
Headache	Common	Rare

Most people with good immune systems can fight the flu and will not require antiviral medications. There are medications available that have proven to lessen the number of days of illness and prevent potential complications as long as the treatment is started within 48 hours. Rapid Flu testing is available at the Employee Health and Wellness Center. If you have any questions, call the clinic at 715-843-1256.



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



STATE OF MIND

WSAW TV 7 Interview with Kim Moore of Crisis Services

Tune in to WZOZ and WSAW TV 7 at 9:30 and 10:00 pm on Monday, February 25 for *State of Mind*, a series about mental health. WSAW TV producer and anchor Holly Chilsen interviewed Kim Moore of Crisis Services to discuss how employees are trained in Crisis at NCHC and how we assist with local law enforcement during crisis emergencies. Thank you Kim!

FEBRUARY 25 – MARCH 1, 2019

MON 2/25Campbell's Tomato Soup

Taco Bar

Hamburger

Potato Salad
Baked beans
Snicker Doodles

TUES 2/6.....Navy Bean Soup

Hot Turkey on Croissant
with Hollandaise Sauce

Lemon Herb Baked Fish

Obrien Potatoes
Peas
Banana Cream Pie

WED 2/27Chicken Noodle Soup

BBq on a Bun

Boiled Dinner

Fresh Dinner Roll
Carrots
Peaches

THUR 2/28.....Stuffed Green Pepper Soup

Homemade Pizza

Swedish Meatloaf

Mashed Potatoes
Peas & Carrots
Chocolate Chip Cookies

FRI 3/1Cream of Cauliflower Soup

Reuben

Sweet/Sour Glazed Chicken

Scalloped Potatoes
Mixed Vegetables
Strawberry Shortcake



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Everyone

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Free

Contact Us with Questions!

715-261-7685

400 East Thomas Street • Wausau, WI 54403



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