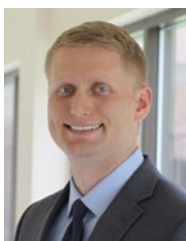

A Weekly Update
For The Employees of
North Central Health Care



"Giving Back" – Submitted by Communications & Marketing

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Change in Motion

This week we saw fencing being put up and initial site work being done for Phase 1 of our Campus Renovations. It won't be long and you will start to see the new Aquatic Therapy pool take shape. We are anticipating the bids for the Youth Hospital and new Crisis CBRF to come in later this month with construction on those new buildings coming soon as well. All of these buildings will be up and running in the 1st half of next year. In two weeks we will be initiating a large number of resident moves in Mount View Care Center to prepare for the construction of the new skilled nursing tower to start late this fall. There is going to be a lot of activity over the next 3-4 months as we prepare ourselves to get all of Phase 1 of the Campus Renovations up and running. Thank you all for your patience and support as this all becomes very real.

Discussions on a long-term management agreement between North Central Health Care and Lincoln County's Pine Crest nursing home in Merrill continues to progress. Next week the Lincoln County Board will consider the issue. Over the past week we have held a Public Informational Meeting and a number of Pine Crest employee meetings. The Lincoln County Board of Trustees, Finance Committee and their Administrative & Legislative Committee have all weighed in on the transfer and have unanimously supported it. If the County Board approves going forward with the Management Agreement next week, we will be busy the next couple months onboarding nearly 200 new employees and preparing to take over operations of Pine Crest effective January 1, 2020. I am looking forward to the opportunity we have in front of us to have a long-term positive impact to Pine Crest as they become part of the NCHC family.

The docket for next week also includes a vote to purchase the property in Langlade County for our new Sober Living program. This 8-bed program for women in Langlade County is an exciting one. With the approval next Tuesday, we should be able to wrap up our community fundraising and move forward to opening the program early in 2020. We hope this program will serve as model to expand across our three county service area.

Employee Celebration Week 2-3

Full List of Events and Employees
with 5+ Years of Service

Giving Back to Our Community 4

Women's Community & FABFAN

SafetyZone! 6

What You Need to Know!

Wellness Corner 10

What Is Pharyngitis?

Professional Dev. Opportunities 12

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, Aug. 19 –
Sunday, Aug. 25

Michael Loy



Monday, Aug. 26 –
Thursday, Aug. 29

Kim Gochanour



This flurry of activity all around us is coming as we celebrate Employee Celebration Week next week. I really hope you get a chance to get out and enjoy our picnics, recognition dinner and the fun activities we have planned. It is because of YOU that we are who we are as an organization and why we keep getting new opportunities to make a bigger impact. I look forward to seeing all of you as I am out and about next week #IamNCHC.

Make it a great day,

Michael Loy



Person-Centered
Shout out

Kendra Eisner,
Pharmacy

Why: Thank you for
your time dedication &
efforts with the audit!

Submitted by:
Jennifer Peaslee





MONDAY, AUG 19
FUN FAMILY SWIM | 5:00 - 6:30 PM | AQUATIC THERAPY POOL
MOVIE NIGHT | 6:30 PM | WAUSAU CAMPUS THEATER

Bring your family for a dip in the heated pool. Open play at the Aquatic Services Pool.
Stay after to watch "Ralph Breaks the Internet" in the NCHC Theater.



TUESDAY, AUG 20

ANTIGO CENTER PICNIC | 11:30 AM – 1:30 PM

Join us at the Antigo Center for a cook-out! All-staff are invited! Drop in anytime!

WEDNESDAY, AUG 21

MERRILL CENTER PICNIC | 11:30 AM – 1:30 PM

Merrill Center will be having a cook-out. All-staff are invited!

EMPLOYEE RECOGNITION BANQUET | 5:00 – 8:00 PM
STONE CREEK INN

Employees celebrating a milestone anniversary (5 year increments) will be invited to attend this evening of recognition and entertainment.

THURSDAY, AUG 22

WAUSAU CAMPUS PICNIC | 10:00 AM – 6:00 PM

Join us at the Wausau Campus Cafeteria for food, games and more. All-staff are invited! Drop in anytime!

FRIDAY, AUG 23

YOU ARE THE "NUTS AND BOLTS"

Leaders in all areas and all shifts will be delivering snacks in appreciation of YOU! Enjoy!



North Central Health Care

Person centered. Outcome focused.





North Central Health Care would like to congratulate these employees who have achieved 5 or more years of service.

Thank you for your commitment and service!

5 YEARS

Laurie Bauer
Chris Bleck
Michelle Carr
Alicia Elsner
Lorelie Feldkamp
Amanda Gardner
Madeline Grueneberg
Laurie Hines
Brittany Holloway
Victor Ijomah
Jennifer Jacobson
Dakota Kaiser
Kathleen Kalinoski
Kristine Kennedy
Trisha Kubichek
Kristoffer Laffin
Michael Loy
Kellie O'Laughlin
Allen Post
Nicole Rakovec
Rachel Ramer
Gina Reed
Daniel Shine
Kathleen Stephenson
Justin Strebe
Ryan Thiel
Maxine Vanderkooy
Anna Vanderleest
John Ward
Shana Wiesman
Julie Woller

6 YEARS

Rose Amundsen
Dana Best
Alissa Brown
Heidi Bushar
Bruce Callahan
Renee Erickson
Maryssa Fenwick
Lindsay Gottschalk
Nancy Hall
Janelle Hintz
Rachel Hockin
Brenda Kaetterhenry
Laurie Kleinschmidt
Jessica Kluck
Nicole Knoblock
Dana Kodl
Joanne Krasselt
Gina Laszewski
Anthony Lavia
Jennifer Meddaugh
Amanda Nichols
Danielle Parker
Duke Pendelton
Taylor Peterson
Baily Phillips
Mary Ann Popp
Ashley Riehle
Sierra Smith
Kimberly Van Ermen
Kristi Verhasselt
Alan Wiltzius
Fawn Wojcik
Rhonda Wooldridge

7 YEARS

Jennifer Bass
Trina Bierman
Heidi Brockman
Angela Canny
Jennifer Carew
Dacia Andres
Lori Feck
Kathryn Freund
Wendy Goffin
Jamie Heil
Jessica Meadows
Amber Mroczenski
Karissa Nelson
Deborah Osowski
Jennifer Peaslee
Samantha Pitt
Rachel Riehle
Krista Sadenwasser
Cynthia Schmidt
Jill Schulz
Patricia Ziegel

8 YEARS

Patrick Bacher
Chyloe Bean
Sarah Burns
Jennifer Dixon
Vicky Flanagan
Kristine Gage
Judith Gaudrault
Nicole Goffin
Christina Guss
Laura Kalk
Chuck Kerstell
Brook Kickhaver
Patricia Knight
Anthony Legada
Blanca Medina-Morales
Brandy Poirier
Dawn Rustick
Catherine Schultz
Lindsay Sondelski
Mark Timken
Barbara Torgerson
Angela Uhl

9 YEARS

Jessica Baumann
Cara Baxter
Coralie Benson
John Dunning
Kaye McEwen
Darla Plaster
Jessica Putrus
Carol Rich
Steve Schuessler
Steven Schultz
Wayne Walters
Darlene Whippler
Mark Woller

10 YEARS

Shelly Adams
Dezirae Baeten
Shelly Gallenberg
Brian Grosskreutz
Brenda Hanson
Kayla Huth
Katie Kretschmer
Mai Yia Lor
Amy Martin
Cheryl Martino
Cherie Mattson
Lindsey Napierala
Scott Owens
Michelle Oxendorf
Carrie Paisar
Mariola Roberts

11 YEARS

Sarah Baumann
Kristen Cemke
Mollie Chang
June Clairmore
Krystal Firkus
Laura Grosskopf
Faye Grosskreutz
Leah Guralski
Linda Handrick
Patrice Hasenfang
Molly Hearley
Xong Hutchison
Caitlin Jeske
Grant Bo Johnson
Kristin King
Michelle Lorbiecki
Kevin Nelson
Pamala Olson
Darla Oppen
Donna Otto
David Peterson
Theresa Polacek
Donald Riddle
Laurie Rogge
Stacy Rozelle
Cheryl Rye
Cathryn Salber
Cynthia Schreier
Heather Schultz
Wendy Seltrecht
Edward Sprague
Minfang Utterback
Julie White
Casondra Young

12 YEARS

Lindsey King
Jessica Northway
Rhonda Rogalla
Nancy Stencil
Kim Wieloch
Kristin Woller

13 YEARS

Kelly Alfson
Brad Beilke
Kari Borchardt
Rachel Cannon
Brian Conklin
Susan Harris
Natasha Kelly
Douglas Koller

14 YEARS

Keith Benson
Keesha Campbell
Susan De Lisle
Catherine Ecker
Elizabeth Gress
Kelly Henke-Kaiser
Craig Hinkens
Debra Kondzela
Gerald Krueger
Kristy Lemmer
Gina Lenz
Margaret Liebers
Julie Meshak
Amiee Muraski
Christina Pretorius
Donna Schultz
Suzanne Sedrak
Laverne Springer
Melissa Stockwell
Jayne Waksmonski
Sara Wittman

15 YEARS

Chad Adams
Tsegaye Areko
Krystal Brendemueh
Adel Canny
Linda Champine
Myra Monyok
Tiffany Pluger
Cindy Purdy-Huebner
Renee Ruplinger
Linda Schiszik
Kurt Swenson
Jamie Wagner
Tanya Zaloudek

16 YEARS

Andrew Dallman
Mary Derby
Lotti Drake
Cindy Franklin
Lori Kuklinski
Jennifer Rothmeyer
Amanda Schmidt
Christine Seidler
Michael Strasser
Joelyn Walters
Heather Wulk

17 YEARS

Duclanot Charles
Charles Frankiewicz
Michelle Gleason
Josie Herman
Krista Janz
Kelly Kasprzycki
Cagney Martin
Jenny Mckenzie
Stuart Mikul
Sheila Pyan
Andrea Rebstock
Laura Reed
Linda Stankowski
Lenise Vircks
Elzbieta Wierzejski
Kathy Wunsch

18 YEARS

Jennifer Gruna
Kerrie Huebner
Debra Knapp
Tera Nicholson
Kelly Ninnemann
Jessica Pyke
Michelle Scheiderer
Gina Woodward

19 YEARS

Faye Bileddo
Jodi Boruch
Jacklyn Eckes
Barbara Gierman
Jane Howland
Scott Jakel
Jenni Kessen
Kathleen Larson
Merry Malone
Mary Osheim
Glenn Ostrowski
David Schroeder
Brad Sorenson
Peggy Wedow
Jennifer Wesenick

20 YEARS

Heather Will

21 YEARS

Linda Bever
Gina Colasacco
Beth Kwiatkowski
Sandra Lang
Steven Lipinski
Julie Lucko
Karen Rainville
Sue Sattler
Theresa Szews
Renne Thomsen
Marianne Wunsch

22 YEARS

Brenda Franck
Rhonda Geurink
Christina Harris
Leslie Keffe
Cristy Maltbey

23 YEARS

Carrie Bussiere
Jennifer Flath
Tammi Lawless
Debra Lutze
Lorin May

24 YEARS

Tina Carlson
Patty Duffrin
Debra Johnson
Glenda Peterson
Nancy Schulz
Franklin Thomas

25 YEARS

Jill Nelson

26 YEARS

Jennifer Anklam
Jamie Bolzak
Laura Heiser
Marsha Hickman
Toni Kellner
Julie Peterson
Cara Reed
Todd Schueller

27 YEARS

Carla Bube
Jennifer Thompson
Merry Wimmer

28 YEARS

Brenda Budnik
Angela Troseth

29 YEARS

Paula Berg
Kathleen Deau
Jeff Leder

30 YEARS

Jacquelyn Bant
Carl Nelson

31 YEARS

Michael Frankel
Sheryl Hemp
Mary Oehmichen

32 YEARS

Daniel Bins
Brenda Glodowski

33 YEARS

Tamra Buchberger
Brenda Christian
Charles Larson
Lisa Murkowski
Cheryl Zeinert

34 YEARS

Ann Laporte
Theresa Mills
Kelly Raymond

35 YEARS

Kathryn Desantis
Karen Klos

36 YEARS

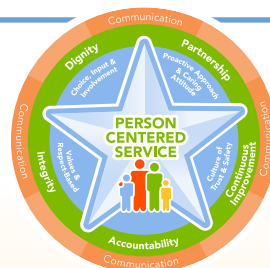
Jane Hein
Debra Rodemeier

38 YEARS

Guy Bemowski
Barbara Stepan

41 YEARS

Karen Bender
Mary Williams



North Central Health Care has always had a lasting and positive impact on the communities we serve and we continue to do that today. That impact is a direct result of the effort and teamwork you demonstrate every day.

We are fortunate as an organization to have employees who recognize that every person on our team contributes to our success. It is that understanding that produces a positive and lasting impact on North Central Wisconsin.

Thank you for the work that you do every day as part of our North Central Health Care team. It truly is YOU who makes the difference for our communities and for those we serve. Thank YOU for making North Central Health Care a great place to work.





dignity



"Giving Back" – Submitted by Communications & Marketing



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.

WOMEN'S COMMUNITY DONATION

A Display of Dignity

Patient Financial Services and Business Operations at North Central Health Care collected food, gift cards and paper products to help restock the Pantry at the Women's Community in Wausau. Thank you so much for your generosity and for supporting our community partners!



School supplies donated by the Wausau team.



FILL A BACKPACK, FILL A NEED

Thank You for Your Donations!

Thank you to all the NCHC employees who donated school supplies for our local school-aged kids so they can start off the school year with a full backpack. Supplies were collected and taken to the United Way for FABFAN distribution before school starts this September! Thank you for your generosity!



School supplies donated by the Antigo team.



Follow us on
Facebook @NorthCentralHealthCare and
Twitter @NCHC_CentralWI



SHARE NCHC EMPLOYEE CELEBRATION WEEK ON SOCIAL MEDIA #IamNCHC

1. Follow North Central Health Care on Facebook or Twitter
2. Attend an Employee Celebration Week Event (Appreciation Banquet, Picnics, Fun Family Swim & Movie Night)
3. Share your experience on Social Media with #IamNCHC (called hashtag)

You are entered to win a \$10 Amazon Gift Card! Gift Cards given away daily when you share your NCHC Employee Celebration fun on Facebook or Twitter!



Remember to follow the NCHC social media pages and include #IamNCHC in your post to qualify to win!

North Central Health Care
Person centered. Outcome focused.



Changing one STEP at a time

Summer Training and Education Programs

Free classes held at the

First Presbyterian Church - Library
406 Grant Street, Wausau, WI

Classes held from 1:00PM to 3:00PM

Learn about:

Computer Skills
Health Care
Employment Skills
Interview Tips & Tricks
& more!

For a full list of classes visit UnitedWayMC.org



STEP Sessions is a program to assist people with employment and education preparation organized by the United Way Housing and Homeless Coalition.

FIBROMYALGIA SUPPORT GROUP

2nd Tuesday of Every Month

Fibromyalgia is a disorder characterized by widespread musculoskeletal pain accompanied by fatigue, sleep, memory and mood issues. Researchers believe that fibromyalgia amplifies painful sensations by affecting the way your brain processes pain signals. Fibromyalgia Support Group meetings are the 2nd Tuesday of every month at the Marathon County Public Library, Wausau Branch, 2nd floor meeting room from 6 pm - 8 pm. They cover different topics at each meeting and have a variety of health and medical speakers. For more information, please contact Donna Krause, BS Ed., MBA, Fibromyalgia Support Group Chair, 715-302-3851 or dkjustintime@gmail.com

	STEP Sessions	Time	Date
Week 1			
Monday	Introduction to STEP	1-2 pm	22-Jul
	Soft Skills/Employment Skills (Job Center)	2-3 pm	
Wed	Computers 101 (Job Center)	1-2 pm	24-Jul
	Job Search Basics/Checklist (FSET)	2-3 pm	
Week 2			
Monday	Email Etiquette (Job Center)	1-2 pm	29-Jul
	Topic to be determined (NCCAP)	2-3 pm	
Wed	Resume Do's & Don'ts (Job Center)	1-2 pm	31-Jul
	Local Labor Market (FSET)	2-3 pm	
Week 3			
Monday	Job Search Techniques (Job Center)	1-2 pm	5-Aug
	Topic to be determined (NCCAP)	2-3 pm	
Wed	Transferable Skills (Job Center)	1-2 pm	7-Aug
	Problem Solving and Job Retention Skills (FSET)	2-3 pm	
Week 4			
Monday	Avoid Application Errors (Job Center)	1-2 pm	12-Aug
	Rent Smart - Part 1 (UW Madison-Extension)	2-3 pm	
Wed	Successful Interviewing (Job Center)	1-2 pm	14-Aug
	Wheels to Work/Commute2Careers (FSC/WATEA)	2-3 pm	
Week 5			
Monday	Networking (Job Center)	1-2 pm	19-Aug
	Rent Smart - Part 2 (UW Madison-Extension)	2-3 pm	
Wed	Communication-Customer Service (Job Center)	1-2 pm	21-Aug
	Metro Ride	2-3 pm	
Week 6			
Monday	Social Media (Job Center)	1-2 pm	26-Aug
	First Impressions (FSET)	2-3 pm	
Wed	Personality Exercises (Job Center)	1-2 pm	28-Aug
	Topic to be determined (NCCAP)	2-3 pm	
Week 7			
Monday	Labor Day - No classes		2-Sep
Wed	Health Care (Bridge Community Health Clinic)	1-2 pm	4-Sep
	NTC Financial Aid and Overview of Programs	2-3 pm	
Week 8			
Monday	Criminal Record-Background Checks (Job Center)	1-2 pm	9-Sep
	The Joseph Project	2-3 pm	
Wed	Budgeting and Credit (Catholic Charities)	1-2 pm	11-Sep
	Program Recap	2-3 pm	

LANGLADE COUNTY HEALTH SERVICE CENTER

OPEN HOUSE

NOT SURE ABOUT WHAT WE DO AT THE LANGLADE COUNTY HEALTH SERVICE CENTER? COME VISIT OUR OFFICES AND SENIOR CENTER. FIND OUT WHAT SERVICES ARE AVAILABLE AND HOW WE CAN HELP YOU!

WHEN

Friday, Sept. 13, 2019 • 1:30 pm – 3:30 pm

WHERE

Langlade County Health Service Center
1225 Langlade Rd, Antigo, WI

Entertainment • Senior Center "Stone Soup" Band
FOOD • Drinks & Snacks
Blood Pressure/Hearing screenings - Health Dept.
HOPE MOBILE UNIT ON SITE
DOOR PRIZES

INFORMATIVE INTERACTIVE EVENT



Departments of:
Health, Social Services
And Veterans



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Person centered. Outcome focused.



North Central Health Care

Person centered. Outcome focused.

SafetyZone Occurrence Reporting

On September 9, 2019, NCHC will be moving forward with launching a new web-based system to collect, manage and track occurrence reports. The system is called SafetyZone. SafetyZone will allow for easier and faster input of occurrences through a flexible system that is based online. There will be better follow-up and reporting mechanisms, increased quality, safety and accountability.

Why do we need SafetyZone?

Reporting occurrences is critical for organizations to bring awareness to events that signal harm or potential harm to patients, staff or visitors. And this is part of our ongoing commitment to enhance services and safety through the use of technology.

Will I need a login?

No. To submit a report, you will simply click the link found on your computer desktop and follow the instructions. It takes an average of three minutes to submit an occurrence report. Icon is shown to right.



What type of things do I use this SafetyZone link to report?

An occurrence is any incident that is not consistent with routine operation and that may potentially or actually result in injury, harm or loss to any patient/client/resident, visitor, volunteer or employee of NCHC. All occurrences should be reported. Below is a list of common occurrence events that should be reported:

- Falls (anyone – patients, visitors, volunteers, employees)
- Injuries to anyone
- Complaints (from anyone – patient, caregiver, facility, etc.)
- Medication errors
- Compliance concerns
- HIPAA breaches or potential breaches of information
- Abuse/neglect/misappropriation/exploitation

Remember, if you are unsure, just report it! Refer to your *Connections Guide* in the yellow safety section for more information on occurrence reporting.

Right now we still report events in TIER. Will this change?

Yes. The use of TIER to report occurrences will end on Sept. 9, 2019. All occurrences will be entered into the new system by clicking on the SafetyZone link. This includes patient, visitor and employee occurrences.

Will I get training on how to use the new SafetyZone system?

Yes. You will be assigned a short module in HealthStream that will walk you through the basics. Most users describe SafetyZone as very “user-friendly” and we expect that you will agree. But if you encounter any issues, please let us know.

**When will the new
SafetyZone process begin?**
September 9, 2019



NAVIGATING THE “MATRIX”

MVCC Town Halls
Make Learning Fun!

This week Mount View Care Center started their all staff town halls off with an blindfolded obstacle course. Staff had to rely on their coworkers to guide them through a number of obstacles that all represented items they encounter every day that sometimes can be difficult. The teams worked together and had a lot of fun with the challenge! Pictured is the team of Yessa Anderson, Allie Blanchard and Ella



NEWS, UPDATES, LINKS,
STORIES, PHOTOS,
VIDEOS!

GET SOCIAL!
#IamNCHC

VIDEO AND AUDIO IN HEALTHSTREAM

Organizational Development Working to Remedy to the Issue

Thank you to all those who reported the audio and video issues with the most recent assigned HealthStream module. Organizational Development is working to remedy the audio problem with the video. Thank you for your feedback so we were able to address the issue right away!



HARD HAT UPDATE

Keeping you up to speed on construction around NCHC locations, so that we can communicate together with staff, visitors and those we serve.



WAUSAU CAMPUS:

Construction set-up is progressing quickly and changes have come about that are effective immediately that will impact staff and visitors to the MVCC and NCHC Main Entrances.

TRAFFIC FLOW IN YELLOW FLAG PARKING LOT

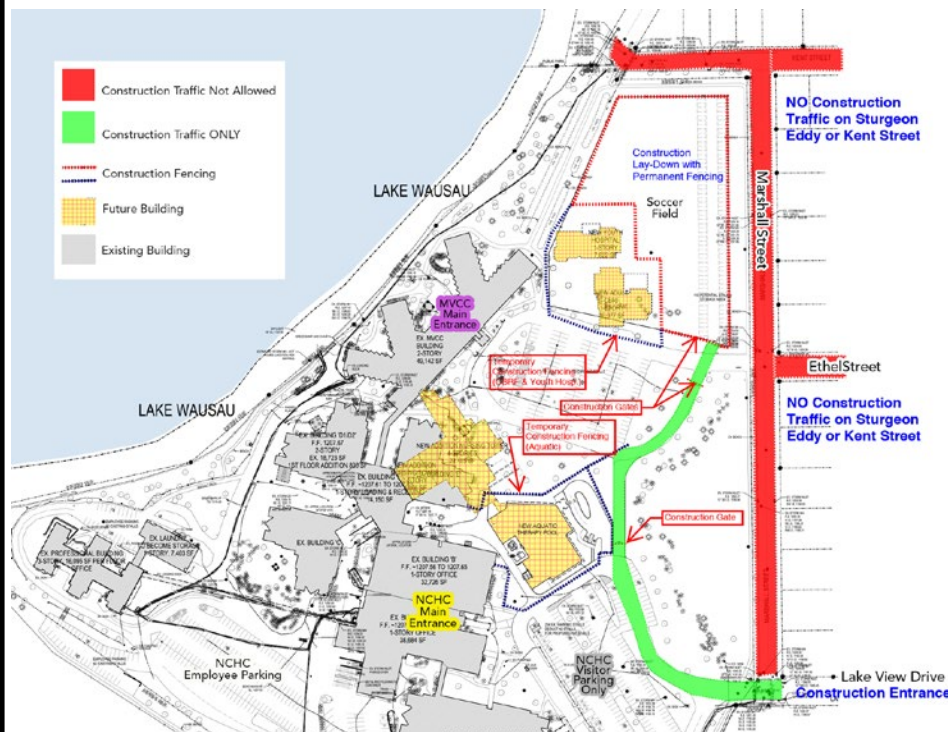
Traffic flow in the YELLOW FLAG Parking Lot has been altered. Traffic should be considered 2-way traffic in all rows of parking. From feedback we received from departments, we are placing additional signage out this week to better direct visitors as to the yellow and red flag entrances. Watch for that new signage later this week. Please inform visitors of the changes to parking and traffic flow during construction. Do not drive in grass areas or around construction vehicles. Thank you for your feedback this week team!!



WASPS



With the equipment traffic, tree clearing and other operations taking place on the Campus this week at the front of the building, several ground wasp nests were uncovered. We want residents, employees, visitors and others who may be near the outside of the construction area in the front of the building to be alerted to the displacement of these creatures. Several of the nests were eliminated, but there is always potential for more in the areas. Please be careful, especially if you have bee or wasp sting allergies, and be sure to carry any necessary medical sting kits with you.



Large scale maps are available in MVCC main entrance hallway and at NCHC Welcome Desk. You can always view larger online 24-7 at www.norcen.org/Renovations Click map above to view online!

Please do not park your personal vehicle in spaces designated for buses or facility vehicles. No parking in fire lanes or spaces designated for emergency or law enforcement.





Register. Recruit. Fundraise.

*Proceeds from every shirt helps to support an end to Alzheimer's.
Order today and join us September 28 in the Walk to End Alzheimer's.*

Walk to End Alzheimer's

Prepay by
August 31

Saturday, September 28, 2019

8:00 AM Registration

9:00 AM Walk



LOCATION

Marathon Park - Big Kitchen
800 Garfield Ave
Wausau, WI 54401

TO JOIN OUR TEAM

Go online to: www.alz.org
Select "Find Your Walk"
Then select "Find a Team" enter:
NORTH CENTRAL HEALTH CARE

ROUTE LENGTH

Route Length: 3 miles/1 mile

*Exact Colors May Vary



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ORDER ONLINE AT www.norcen.org/WalkToEndAlz

PREPAYMENT DUE BY AUGUST 31 TO NATASHA SAYLES. (Checks Payable To NCHC)

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



Wear Your Fav Sports Team Apparel Monthly!
Pay \$3 Per Month and You Can Wear Sports Apparel **Every 2nd Wednesday of the Month** Through December! Pay in Advance or Monthly!



Jeans/Sports Wear Day

Coming September 11 AND Every 2nd Wednesday of the Month Until Dec.

\$3 Donation to Wear Your Favorite Sports Team Apparel*

Pay & Pick Up A **Casual for United Way Sticker** from Any United Way Member or at these Locations: Volunteer Services, MVCC Information Station, Cafeteria, Front Welcome Desk, Cashier's Office, Merrill & Antigo Centers

*Sports Apparel must adhere to NCHC Dress Code Policy.
No hoodies or sleeveless shirts please.



All Proceeds Benefit Our Local United Way

BLUE JEANS FRIDAYS

Every Friday!

Donate & Wear Jeans!

Employees in ALL departments can wear jeans on Fridays when you donate \$2/Friday or \$25 annually. If you choose to pay annually, you will save \$79 for the year!

Stop by or contact the Volunteer Services Office at 715.848.4450 to get set up! Each employee that participates will receive a card that indicates their Blue Jeans Fridays participation. All funds donated will benefit NCHC United Way Team community initiatives.

NEW!! You can now use PAYROLL DEDUCTION to pay for a Year of Jeans on Fridays!!

Visit www.norcen.org/UnitedWay

and download the form in the Jeans Sale section!

Never Forgotten Fundraiser

Sponsored by:



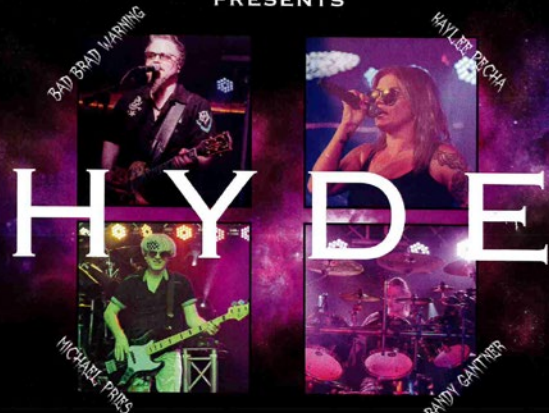
PLEASE JOIN US AT
Schofield City Hall
200 Park St.
Schofield, WI

**Wednesday, September 11, 2019
10:00AM-2:00PM**

Local Vendors will have booths set up to highlight available services for the community

Cookout and raffle with 100% of the proceeds going to the Never Forgotten Honor Flight!

All Stars Under The Stars PRESENTS



WISCONSIN'S MONSTER ROCKERS

400 BLOCK DOWNTOWN WAUSAU

A BONUS CONCERT TO BENEFIT PEYTON'S PROMISE

Donations of canned goods encouraged

**WEDNESDAY AUGUST 28TH
6-9 PM**

RAIN LOCATION IS AT BULL FALLS BREWERY UNDER THE TENT



tidbits on benefits

WELLNESS CORNER

By Sherry Gatewood, PA

Pharyngitis

Soon the kids will be back to school. I have already been seeing some sore throats in the clinic. Some are due to strep throat, some are viral, and some are due to allergies.



Sherry Gatewood

What's the Difference Between a Cold, Strep Throat, and Tonsillitis?

A sore throat is often the first sign of a cold. However, a sore throat from a cold often gets better or goes away after the first day or two. Other cold symptoms such as a runny nose and congestion may follow the sore throat.

Strep throat, which is an infection due to streptococcus bacteria, is another cause of sore throats and tonsillitis. With strep throat, the sore throat is often more severe and persists with painful swallowing, fever, body aches and headache.

Tonsillitis is a painful inflammation or infection of the tonsils, the tissue masses located at the back of the throat. You will need an antibiotic to treat both strep throat and tonsillitis.

Is a Sore Throat With a Cold Caused by Viruses or Bacteria?

Sore throats can be caused by viruses or bacteria. The most common causes of sore throats are viruses. Viral sore throats are often accompanied by other cold symptoms that may include a runny nose, cough, red or watery eyes, and sneezing.

Other causes of sore throat include smoking, pollution or irritants in the air, allergies, and dry air.

A sore throat due to ALLERGIES is often accompanied by sneezing, watering eyes, runny nose and

possible nasal congestions. The symptoms will usually improve after taking an over the counter allergy medication such as Claritin (Loratadine), Zyrtec (Cetirizine) or Allegra (fexofenadine).

How can I take care of myself?

Do not smoke.

Avoid secondhand smoke and other air pollutants.

Get plenty of rest.

You may want to rest your throat by talking less and eating a diet that is mostly liquid or soft for a day or two. Avoid salty or spicy foods and citrus fruits.

Nonprescription throat lozenges or throat sprays help relieve the soreness.

Gargling with warm saltwater and drinking warm liquids may help. (You can make a saltwater solution by adding 1/4 teaspoon of salt to 8 ounces, or 240 mL, of warm water.)

A nonprescription pain reliever such as aspirin, acetaminophen, or ibuprofen may ease general aches and pains. Check with your healthcare provider before you give any medicine that contains aspirin or salicylates to a child or teen. This includes medicines like baby aspirin, some cold medicines, and Pepto Bismol. Children and teens who take aspirin are at risk for a serious illness called Reye's syndrome.

The following suggestions may help prevent a sore throat:

- Don't share eating and drinking utensils with others.
- Wash your hands often.
- Don't let your nose or mouth touch public telephones or drinking fountains.
- Avoid close contact with other people who have a sore throat.

- Stay indoors as much as possible on high-pollution days.
- Don't stay in areas where there is heavy smoke from cigarettes.

If you think you have strep or tonsillitis requiring antibiotics, or your symptoms just are not improving with over the counter treatments, come to the Employee Health and Wellness Center. We will take care of you. We are able to perform rapid strep tests that take less than 10 minutes.

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



HRinsights

Position Posting

Title: Dietary Aide - Food Services

Status: Full Time and Part Time Positions Available

Location: Wausau Food Services

<http://bit.ly/DietaryAideNCHC>

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

Education and Experience Requirements

High school diploma or equivalent

Position Posting

Title: Laundry Worker

Status: Full Time

Location: Wausau <http://bit.ly/LaundryNCHC>

Under the direction of the laundry team coordinator, performs manual tasks to insure the efficient processing and delivery of all facility linens. Full time position regularly scheduled for 80 hours every two weeks. Hours 6:30am-3pm and every other weekend.

Education and Experience Requirements

High school diploma or equivalent

For a realistic job preview of these opportunities please visit:
www.norcen.org/RJP



Professional Development Survey

Please complete the following survey by August 23:

<http://bit.ly/NCHC19odev>

In order to help prioritize professional development efforts in 2020, Organizational Development is conducting a survey for all staff to complete by August 23. We appreciate your feedback.

Questions? Contact Judy Rannow
Organizational Development Director
jrannow@norcen.org
715.848.4362



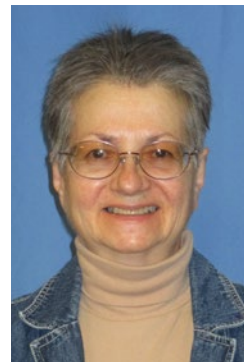
Scan the QR Code with your mobile phone camera or QR Code reading APP.


North Central Health Care
Person centered. Outcome focused.

ON THE MOVE!

Congrats Julie Rasmussen!

Congratulations to Julie Rasmussen for a recent transfer from Residential Services to Lakeside Recovery as a Crisis Tech. Julie will also be working in Residential pat-time as well! Congrats Julie!



BOOKS ARE FUN BOOK FAIR

Thursday, August 29

9:00 a.m. – 3:00 p.m.

at the Wausau Campus Cafeteria

Come to the book fair! We offer gifts and books at 40-70% off retail prices. We accept: Post Dated Checks (for up to three weeks past book fair date); Checks, and Credit Cards (MasterCard, Discover, Visa, American Express)

Fill this out for a chance to win a gift certificate for the next book fair:

Name: _____

Personal Email: _____

Or Address: _____

Update me about future public book fairs in this area???? (This will only be sent two/three times each year).

_____ Yes or _____ No



**NEWS, UPDATES, LINKS,
STORIES, PHOTOS,
VIDEOS!**

GET SOCIAL!
#IamNCHC

Wisconsin Deferred Compensation (WDC) Program Offered By Your Employer, North Central Health Care



Meet with your WDC Advisor

The Wisconsin Deferred Compensation (WDC) Program is a powerful tool to help you reach your retirement goals. Join a WDC Retirement Plan Advisor at an upcoming meeting.

If You're Just Starting to Save ... and need to enroll, go to www.wdc457.org and click REGISTER or enroll now [here](#). Use the Plan Number **98971-01** and the Plan Enrollment Code **UoNeJ3pb** expiration date 10/1/2019.

If You've Been Saving for a While ... you may want to review your income projections, savings rate and investment strategy. For a portfolio review, meet with your local Retirement Plan Advisor or call **(877) 457-9327**.

If Retirement Is Just Around the Corner ... we are here to assist you in making a smooth transition to retirement. Remember, when you stay informed and engaged, you can make your WDC account a more powerful retirement planning tool. Watch for pre-retirement group meetings near you!

Changing your payroll contribution or updating your beneficiary is easy!

Log in at www.wdc457.org or call the WDC Service Center at **(877) 457-9327**. Do you have questions about Wisconsin Retirement System (pension)? Please call WRS directly at **(877) 533-5020**.

Have an appointment and want a retirement strategy designed just for you? The more information you share with us, the more personalized your experience can be. Please bring the following to your appointment:

- ✓ Current Wisconsin Retirement System (WRS) statement
- ✓ Social Security statement
- ✓ Other retirement account statements
- ✓ Current paycheck stub
- ✓ WDC username, password and PIN (if known)

Please bring all of the above information for your spouse/ partner (if applicable).

If You Need an Appointment ... schedule a consultation with a Retirement Plan Advisor or register for a group meeting by going to www.wdc457.org and click on the Schedule a Meeting tile.

WDC Program Meeting Schedule

Date	Time	Topic	Location
Wednesday, August 21 st	11:00am-1:30pm	Account Review Sessions	NCHC Campus- Granite Room

Go to www.wdc457.org to schedule your appointment.

Securities offered or distributed through GWFS Equities, Inc., Member FINRA/SIPC and a subsidiary of Great-West Life & Annuity Insurance Company. GWFS Equities, Inc. registered representatives may also be investment adviser representatives of GWFS affiliate, Advised Assets Group, LLC. Representatives do not offer or provide investment, fiduciary, financial, legal or tax advice or act in a fiduciary capacity for any client unless explicitly described in writing. Retirement products and services provided by Great-West Life & Annuity Insurance Company, Corporate Headquarters: Greenwood Village, CO; Great-West Life & Annuity Insurance Company of New York, Home Office: New York, NY, and their subsidiaries and affiliates, including registered investment advisers Advised Assets Group, LLC and Great-West Capital Management, LLC. 98971-01-PDF-6003-1707 AM505068-0618





2019 Professional Development Opportunities for NCHC Employees



Upcoming Conferences, Trainings & Seminars to help develop each employee's professional skills. These opportunities for continuous improvement include on-site internal and external trainings as well as off-site opportunities. Please submit completed NCHC Professional Development Request Form to Organizational Development or sign-up in HealthStream.

Manager Specific Professional Development Opportunities

Register through HealthStream

Topic: Delegation for Managers
Time: 1 hour
Description: Explore personal barriers to delegation as well as delegation best practices. After this session, you will have the tools to confidently delegate without micromanaging.
Date: Thursday, August 22, 2019
Time: 11:00am - Noon
Room: Board Room

Target Audience: Managers
Presenters: Judy Rannow

Due to popular request, another session of Financial Reporting For Leaders has been added.

New Topic: Financial Reporting for Leaders
Time: 1 hour
Description: During this session, learn how each financial report should be interpreted; what fields mean; what to look for and what's important to know about financial reporting.
Date: Thursday, September 18, 2019
Time: 9:00am - 10:00am
Room: DeSanitis Room

Target Audience: Managers
Presenters: Kim Wieloch

Open Session Professional Development Opportunities

Register through HealthStream

New Topic: Managing Multiple Priorities
Time: 2 hours
Description: We all want to become better at time management yet, can we really manage time? In this session, we will focus on what we do with our time, how to prioritize work and manage multiple priorities.
Date: Monday, August 12, 2019
Time: 10:00am - Noon
Room: Wausau Board Room

Target Audience: All Staff
Presenter: Judy Rannow

Topic: So You Think You Want to be a Manager?
Time: 2 hours
Description: If you are interested in becoming a manager, attend this panel discussion to learn what managers at NCHC really do. Learn about manager expectations and what a day in the life of a manager looks like. Attendees should bring 2-3 questions to ask panel participants.
Date: Tuesday, August 20, 2019
Time: 11:00am - Noon
Room: Iris Room

Target Audience: All Staff
Presenters: Kathy Buckli, Michelle Carr & others TBA

Topic: Group Facilitation
Time: 2 hours
Description: If you run meetings or work with groups, knowing how to facilitate is critical. In this session you will learn effective facilitation techniques for all size groups and gain an understanding of what techniques work best for challenging group members.
Date: Thursday, September 5, 2019
Time: 2:00pm - 4:00pm
Room: Board Room

Target Audience: All Staff
Presenters: Judy Rannow

New Topic: Change Management
Time: 2 hours
Description: Change is challenging for individuals and can be hard to manage. In this session we will cover basic change management practices and how to manage the people side of change.
Date: Wednesday, September 11, 2019
Time: 1:00pm - 3:00pm
Room: Wausau Board Room

Target Audience: All Staff
Presenters: Judy Rannow & Cagney Martin

Topic: Personal Leadership Brand
Time: 2 hours
Description: Brands distinguish products from one another. They also create a way to easily market products. Just like products, we all have our own brand. If you are interested in exploring and building your leadership brand, this session will be a great start.
Date: Tuesday, September 24, 2019
Time: 8:30am - 10:30am
Room: Iris Room

Target Audience: All Staff
Presenters: Judy Rannow

Topic: Having Difficult & Crucial Conversations
Time: 2 hours
Description: If you dread or avoid having difficult conversations with others, you should attend this course. In the session, you will learn to use an effective framework for having difficult conversations as well as practice your difficult conversation skills.
Date: Thursday, October 3, 2019
Time: 1:00pm - 3:00pm
Room: Wausau Board Room

Target Audience: All Staff
Presenters: Chris Bleck & Judy Rannow

New Topic: Managing Perceptions
Time: 2 hours
Pre-req: Personal Leadership Brand
Description: You have worked on identifying and starting to build your personal leadership brand. The next step is to manage your brand and perceptions of others about you. In this session, we will focus on how to manage perceptions.
Date: Tuesday, October 15, 2019
Time: 2:30pm - 4:30pm
Room: DeSanitis Room

Target Audience: All Staff
Presenters: Ashley Downing & Judy Rannow

New Topic: Creating Professional Development Plans
Time: 2 hours
Description: If you want to take charge of your professional development, come to this session, learn what professional development plans are and start creating one of your own.
Date: Thursday, October 24, 2019
Time: 9:30am - 11:30am
Room: Iris Room

Target Audience: All Staff
Presenters: Ashley Downing & Judy Rannow

NEW Topic: FISH! Philosophy
Time: 2 hours
Description: Compassionate health care starts with being full present for people who need you. Show your value them. Offer a smile to lift their spirits. Learn how FISH! Philosophy helps improve patient satisfaction, trust and teamwork, morale and retention, awareness and creativity.
Date: Wednesday, November 6, 2019
Time: 1:00pm - 3:00pm
Room: DeSanitis Room

Target Audience: All Staff
Presenters: Kathy Buckli and Judy Rannow

New Topic: Understanding Process Improvement & PDSA
Time: 2 hours
Description: Forthcoming
Date: Thursday, November 14, 2019
Time: 1:00pm - 3:00pm
Room: DeSanitis Room

Target Audience: All Staff
Presenters: Jennifer Peaslee

New Topic: Person Centered Customer Service
Time: 2 hours
Pre-req: FISH! Philosophy
Description: This session will focus on providing excellent customer service using FISH! Philosophy principles and NCHC Person-Centered Service.
Date: Wednesday, December 4, 2019
Time: 1:00pm - 3:00pm
Room: DeSanitis Room

Target Audience: All Staff
Presenters: Pam Weinfurter, Judy Rannow

Special Topic Professional Development Opportunities

Register through HealthStream

Additional Special Topic Professional Development Opportunities will be announced as they become available

NCHC Ongoing Special Topic Professional Development Opportunities

*These sessions have been added to the NCHC New Hire Orientation. Staff that have not yet attended are welcome to attend the sessions. Contact Mary Jo Monday to register (dates/times may change based on presenters schedule).

Topic: NCHC: Who We Serve Trauma & Trauma Informed Care Overview
Time: 1/2 hour
Date: Tuesday (Day 2 NHO)
Time: 10:00am-10:30am
Presenter: Judy Rannow
Room: Board Room

Topic: NCHC: Who We Serve Diversity
Time: 1/2 hour
Date: Tuesday (Day 2 NHO)
Time: 10:30am-11:00am
Presenter: Judy Rannow
Room: Board Room

Topic: NCHC: Who We Serve Dementia Care
Time: 1 hour
Date: Tuesday (Day 2 NHO)
Time: 11:00am-Noon
Presenters: Cagney Martin & Merry Wimmer
Room: Board Room

Topic: NCHC: Who We Serve Mental/Behavioral Health & NCHC Continuum of Care
Time: 1 hour 15 min
Date: Tuesday (Day 2 NHO)
Time: 12:45pm - 2:00pm
Presenters: Dr. Jon Snider & Daniel Shine
Room: Board Room

Topic: Situational Awareness & CART Team
Time: 2 hours
Date: Thursday (Day 2 NHO)
Time: 10:00am - 12:15pm
Presenters: Bob Wilcox, Chuck Kerstell & CART Team
Room: Board Room

UWGB BHTP Professional Development Opportunities

Submit completed NCHC Professional Development Request Form to OD

Topic: Ethics & Boundaries - Stepping Forward when Colleagues Cross the Line

Target Audience: All Staff
Date: Friday, November 1, 2019
Location: Stevens Point
Presenter: Dana Johnson, MSW, CAPSW
Description: This workshop focuses on appropriate ethics and boundaries in client-social worker and peer-to-peer relationships.
Time: 8:30am-12:30pm
Cost: \$15 (includes 4 CEH)

Topic: Ethics & Boundaries - Stepping Forward when Colleagues Cross the Line

Target Audience: All Staff
Date: Friday, June 12, 2020
Location: Stoney Creek, Rothschild
Presenter: Dana Johnson, MSW, CAPSW
Description: This workshop focuses on appropriate ethics and boundaries in client-social worker and peer-to-peer relationships.
Time: 8:30am-12:30pm
Cost: \$15 (includes 4 CEH)

Additional Outside Professional Development Opportunities

Submit completed NCHC Professional Development Request Form to OD

Topic: Children Come First Conference

Target Audience: Behavioral Health Professionals, Social Workers of Children & Young Adults
Date: November 11-12, 2019
Location: Glacier Canyon Lodge, Wisconsin Dells
Presenters: Mona Delahouke & David Romano
Description: The Children Come First Conference is for those caring for, working with, or concerned with the well being of children and youth with social, emotional, and behavioral challenges. Each year, this conference brings together professionals, educators, and families, with national experts in the field of children's mental health. The theme for this year's conference is "Cooperation".
*\$100 Youth Track Registration (ages 12-26); \$130 for full-time students attending an accredited college or university

Topic: Now Is The Time Conference

Target Audience: All Staff
Date: Tues & Wed, August 13-14, 2019
Location: UW-Whitewater
Presenters: Forthcoming
Description: The focus of this conference is strategies to improve support systems around youth and young adults ages 16-25 that have or are at risk of a mental health diagnosis.
Time: Forthcoming
Cost: Free

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

Also, a **NEW Special Topic Professional Development Opportunities** session has been added to the list. **Caitlin Baldauff, MA, LPC, SAS**, Mental Health/Substance Abuse Therapist in Outpatient Services is presenting the following:



The Influence of Relationships: An Introduction to Bowen Family Systems Theory

August 28, 2019 • Noon - 1:00pm • Iris Room

Classes/trainings coordinated by Organizational Development. Questions? Contact Mary Jo at x-5162.



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



AUGUST 19 – 23, 2019

MON 8/19 Cream of Potato Soup

Chicken Strips

Sliced Ham

Steamed Broccoli

Cornbread

Pear Crisp

TUES 8/20..... Navy Bean Soup

Nachos Supreme

Roasted Chicken Breast

Cream Style Corn

Rice Pilaf

Cheesecake



WED 8/21 Chicken & Rice Soup

Pizza

Meatloaf

Stewed Tomatoes

Parslied Noodles

Chocolate Brownie



THUR 8/22 Tomato Soup

Grilled Cheese Sandwich

BBQ Pork Chop

Fried Potatoes

Creamy Coleslaw

Mandarin Oranges



FRI 8/23 Mushroom Barley Soup

Reuben

Baked Cod

Butternut Squash

Potato Salad

Banana Pudding



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Employees Credit Union**



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cuteller@co.marathon.wi.us

715-261-7680 • 400 East Thomas Street

**FREE Piggy Bank When Your Child/Grandchild
Opens a Youth Account!**

**Proudly Serving NCHC Employees and Their
Family Members Since 1965.**

WELCOME OUR NEW EMPLOYEES

August 19 - 23, 2019

AQUATIC SERVICES

Travis Brown – Registered Nurse

PATIENT ACCESS SERVICES

Wanda McCarthy – Administrative
Assistant

CORPORATE ADMINISTRATION

Jarret Nickel

POST-ACUTE CARE

Makenna Schubring - CNA

FOOD SERVICES

Zachary Howard – Dietary Aide

Autumn Kreger – Dietary Aide

Jennifer Piorier - Cook

Michael Raysses – Dietary Aide

Allison Rosenau – Dietary Aide

Alexander Williams – Dietary Aide

QUALITY

Melissa Diers-Sarasin – Safety &
Environment Coordinator

RESIDENTIAL

Laurie Meyer – Residential Care
Assistant – Forest Street
Apartments

Nicole Sitko – Residential Care
Assistant – Bissell Street
Group Home

HOSPITAL BHS

Hannah Geigler – Social Worker

Trisha Stefonek – Director of
BHS/Crisis

OUTPATIENT PSYCHIATRY

Kristen Anderson – Registered Nurse