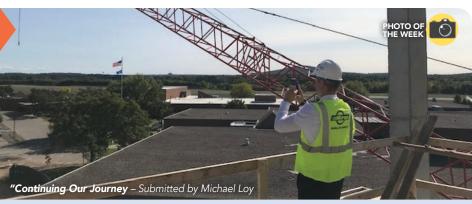


A Weekly Update For The Employees of North Central Health Care



NEWS YOU CAN USE

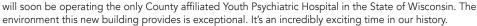


WEEKLY CONNECTION WITH MICHAEL LOY

Getting Real

This week we celebrated a milestone. We had our new Youth Hospital turned over from being a construction site to start to get ready for our staff to start to open the

new program by October 20, 2020. Like stepping onto the new pool deck in late May, walking into the new Youth Psychiatric Hospital made the hair on my arms go up. It's an electrical feeling walking into a dream becoming reality. North Central Health Care





While I was out and about on campus this week, I also had the opportunity to make my way up the new Nursing Home Tower. I could clearly see the new community room, physical therapy space, and common area. As we climbed to the 2nd floor, it felt great. On the 3rd floor it felt amazing. Then the 4th floor, all I can say is wow, what a view! Our community is going to be so fortunate to have such a beautiful facility. Soon the building will stop going up and will be enclosed. Then the work inside begins about the time the snow flies. We are still on a path to open the new building up sometime next summer.

There is a lot of construction going on and we continue on our journey to redefine our campus despite dealing with the pandemic. While it's true that the pandemic has stressed our organization financially, these improvements are being funded through long-term investments in operational improvement and new revenue sources. We have to stay committed to this future state. Without making these

> investments, our organization would not continue to grow and the quality of our programming would continue to be impacted from physical limitations, but most importantly, the people we serve would be impacted. The work we are doing is a setup for massive future success that we will all see the benefits of. While there are some things that might not be clear or make sense in the transition, when we arrive in the near future, we will all appreciate the efforts to get there. A dream becoming a reality is an incredible feeling.

Make it a great day,

Twick all by

Alvin Squared?..... **Brothers Reunite** Employee Recognition .. 3 Nominations Due by Sept. 30 CPI Training Update..... Nonviolent Crisis Intervention Got Paper Bags?..... Pharmacy Wants Them! Spotlight Award...... Congrats April Bayer Walk to End Alzheimer's Next Week... T-shirts Arriving This Week!



Community Treatment Antiqo

Why: Thank you for going above and beyond in sharing all of your very creative ideas and worksheets to help consumers!!

Submitted By: Wendee Cox



Jill Meschke









ALVIN AND THEO REUNITE! Brothers In Therapy

Alvin, the NCHC therapy dog, and Theo, therapy dog for Wausau West hung out for a relaxed afternoon at Wausau PD. These two brothers are much more relaxed now and provide lots of support to those who are in stressful situations. Can you tell who is Alvin and who is Theo???

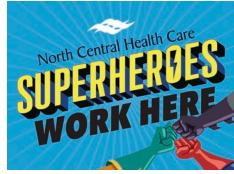


PHOTO OF THE WEEK



Submit A Great Photo From Your Week!

Submit your photo and description to 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.



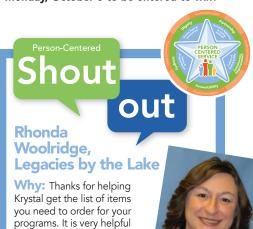
TAKE THE NCHC EMPLOYEE SUPER SURVEY!

Hey Team! The Recognition Committee wants to hear from you!

What did you think about the 2020 Employee Celebration Week this year? Leave your feedback in this quick 6-question survey and you will be entered into a drawing for your chance to win one of 3 awesome prizes being given away! Thanks in advance for your feedback.

http://bit.ly/SuperSurveyNCHC

Be sure to complete the survey by Monday, October 5 to be entered to win!



Submitted By: Kelly Henke-Kaiser

for me so i can get the products you need to care for our residents.







NOMINATE A COWORKER FOR A RECOGNITION AWARD!

Developed by our Person-Centered Service Employee Recognition Committee, this program is a way that you can recognize your outstanding coworkers here at NCHC. There are distinct awards for direct care, non-direct care, teams and leaders!

Quarterly Recognition Awards

Outstanding Person-Centered Service Award

Recognizes an employee who provides direct care,

exceeds standards and works effectively to ensure the optimal patient experience and uncompromising Person-Centered Service.

*NCHC Directors, Managers and Supervisors are not eligible for this award.

Outstanding Service Excellence Award

Recognizes an employee who does <u>not</u> provide direct care,

has consistently achieved exemplary performance within their program and has excelled in supporting the programs and services of NCHC.

*NCHC Directors, Managers and Supervisors are not eligible for this award.

Outstanding Team Partnership Award

Recognizes any work team, committee or department

who has made significant contributions to advance the position and reputation of the department or organization.

15 employees or less per group.

Outstanding Leadership Award

Recognizes a director, manager or supervisor

who inspires, influences and conducts themselves in a professional manner, acting as a role model for others to follow in the workplace and our community.

*Recipient selected by Executive Team and presented quarterly at the Management Meeting.

Annual Award

L.E.A.F Award - Lives Enriched and Fulfilled

The L.E.A.F. Award recognizes an employee who embodies the Vision of NCHC - Lives Enriched and Fulfilled.

This individual has sustained their actions throughout the course of the year and is a positive example of Person-Centered Service at NCHC.

All employees who were recipients of an individual quarterly award within the designated year are eligible.

PERSON CENTERED SERVICE SERVICE Nominati

*L.E.A.F. Award Recipient selected by NCHC Executive Leadership Team.

How to Nominate An Employee

There is only 1 Nomination Form for all four Quarterly Awards.

Nomination forms can be found on our NCHC website 24/7, near your department Communication Board or on the

Odrive in the Recognition Folder. Or ask a
Manager or Supervisor for help! Email your form to
Recognition@norcen.org or deliver to Human Resources!

Recognition@norcen.org or deliver to Human Resources!

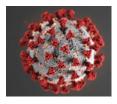
Nomination forms, selection criteria, award details and more are available online at www.norcen.org/Recognition







All staff at all locations are REQUIRED to complete the learning module assigned in UltiPro regarding screening. Log into UltiPro Learning and complete NCHC Employee Self-Screening Module AS SOON AS POSSIBLE!



OVID-19 CREENING UPDATES

As we navigate through these unprecedented times we continue to monitor and evolve procedures and responsibilities to ensure all individuals we serve, as well as employees, remain consistently safe while at North Central Health Care. In March of 2020, we began visitor screening questions and have since implemented minor modifications to the process. As we have learned more about Covid-19 and our staff have developed a solid understanding of prevention techniques, we are updating this process to shift the responsibility from screeners to employees and to reduce potential risk for other employees or visitors coming into our facilities. We trust our team to be able to do the right thing, to stay home when you have symptoms, and to report any symptoms or exposure to Employee Health.

Beginning Tuesday, September 8th screeners will only be asking screening questions to visitors or those without a name badge. Employees will be responsible to know screening questions (right) and self-assess prior to leaving their homes. Once employees arrive to any NCHC facility they will receive their temperature check for the final part of the screening process. It will be assumed the employee has self-screened prior to arrival and has answered "no" to all screening questions. As a final reminder, the screening questions will be posted at each entrance for all employees to review before walking up for their temperature check. This process will reduce the chance of an at-risk employee coming to work and reduce the time taken to screen into facilities. It is important for employees to understand that if you recklessly endanger the health of others by not being truthful about known symptoms or exposures that would be identified through the screening process, you will be subject to discipline including potential

An UltiPro LMS training will be assigned to you today that will provide education on the screening process change and how to self-screen. After completing the training, you must also sign off that you've completed the training and the self-screening expectations. If you have any questions or concerns please reach out to a member of the Incident Command Team or myself and we will be glad to assist.



Thank you,

Jarret Nickel Operations Executive

Incident Command Team Members:

Michael Loy, Jarret Nickel, Tom Boutain, Dr. Robert Gouthro, Jill Meschke, Jaime Bracken, Connie Gliniecki, Melissa Diers-Sarasin, Jessica Meadows, Tim Holzem



Beginning Tuesday, September 8th

screeners will only be asking screening questions to visitors or those without a name badge. Employees will be responsible to know screening questions and self-assess prior to leaving their homes.

Please carefully review the screening questions below. All staff are required to self-assess every day before reporting to work. Reminder if you answer "yes" to any of these questions please contact Employee Health at 715.848.4396 and your supervisor.

Do you have, or have you been under investigation for, COVID-19 in the last 14 days?

Are you suffering from any of the following symptoms? Fever

Sore Throat Cough

Fatigue Headache

Chills

Shortness of breath Muscle/ Body Ache

Difficulty Breathing

Congestion Runny Nose

New Loss of Taste or Smell

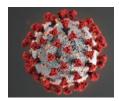
Nausea Vomiting Diarrhea

Have you been in contact with someone outside of a healthcare setting that has had, or has been under investigation for COVID-19 in the last 14 days?

Only employees will be affected by this update. Visitors will still be asked all screening questions upon arrival as they will not know our questions in advance.







COVID-19 RESOURCES FOR **EMPLOYEES**



Check Out the Great Face Mask Insert How-To Video Available on YouTube https://youtu.be/obdURZU6C8E

or the NCHC Employee Communications Group on Facebook!













HOW TO WEAR A MEDICAL/SURGICAL MASK PROPERLY

The mask should cover your nose, mouth, and chin as illustrated above. If you see someone who is not wearing their mask properly, please remind them immediately to fix the positioning of their mask to cover their nose, mouth and chin. If you are uncomfortable with that conversation, please speak with a management team member immediately. They will assist with the situation.

Wearing a mask properly is required by all NCHC staff.



Inserts are intended to prevent fogging glasses and provide space between your face and mask. The mask will also fit snugger on edges of mask.





FACE MASK INSERT PURCHASED FOR ALL STAFF!

Pick Yours Up at Screening Tables or Ask Your Manager!

To help alleviate some of the discomfort of wearing a face mask, these face mask inserts have been purchased for all employees. The insert sits inside your surgical or cloth mask and rests against the skin. It creates space within your mask for air to circulate. The inserts are hand washable and are available for all staff at no charge. Please take care of your insert. Wash regularly. These are reusable and should not be disposed of. After initial trials, employee have said the insert prevent fogging of glasses and feel much more comfortable than the masks against their skin.

> If you have any questions, or suggestions for products that you think employees can benefit from, please visit The Suggestion Box online at

> > www.norcen.org/SuggestionBox





CPI TRAINING UPDATE

Nonviolent Crisis Intervention Program

You may have heard that, as an organization, we are adopting a new crisis response training model to replace MOAB. We are transitioning to the Crisis Prevention Institute's (CPI's) Nonviolent Crisis Intervention® program. This program will provide our teams with additional resources, which include advanced holds and comprehensive de-escalation, awareness, and patient support skills that can be utilized with both adults and youth.

This is an exciting initiative. Staff members who have been through the training have given very positive feedback about the skills and knowledge it provides. We know that this will enhance our patient care, and already see it doing so.

CPI, and NCI, offer a comprehensive crisis de-escalation program that include verbal de-escalation skills and techniques, self-protection disengagement skills, personal & situation awareness, and physical holds for the behavioral health programs that sometimes require restraint/seclusion levels of intervention. The guiding philosophies that drive this program are: Care, Welfare, Safety, and Security.

There are three main "levels" of CPI training. These will be assigned based on the department you work in and/or your specific role, and will be communicated to you by your department/program leadership. The three levels are:

Level 3 CPI Training: Blended learning (online and classroom) program for staff that have contact with those we serve and those interactions occasionally escalate to physical violence

- Topics covered include verbal de-escalation, communication, disengagement and defense
- Staff that participate in the Level 3 training will complete the online course (average of 2.5 hours) plus attend an up to 8-hour face-to-face training sessions, with advanced holds (length of training depends on number of participants in session)

Level 2 CPI Training: Blended learning (online and classroom) program for staff that have contact with those we serve and those interactions seldom escalate to physical violence

- Topics covered include verbal de-escalation, communication, disengagement and defense
- Staff that participate in the Level 2 training will complete the online course (average of 2.5 hours) plus attend a 4-hour face-to-face training sessions, with low-level holds (no advanced holds)

Level 1 CPI Training: Online training for administrative and non-clinical staff that have little to no contact with those we serve

- Topics covered include de-escalation and communication
- Staff that participate in the Level 1 training will complete the online course (average of 2.5 hours)

The CPI Implementation Team is doing a tiered rollout of the CPI program. In an effort to provide excellent face-to-face acute patient care and prepare for the opening of the Youth Hospital, the BHS Adult and Youth teams have already completed Level 3 training. The next phase of CPI rollout will involve the Community Treatment and Outpatient teams. We will be working with leadership of these teams on the timing and details of this rollout. Future phases will be communicated prior to the launch of each.

We hope you share in our excitement for this great new program! Please do not hesitate to direct questions and concerns to a member of the CPI Implementation Team. Thank you!







Please share these opportunities with family and those we serve!



What is the NAMI Peer-to-Peer Education Program?

NAMI Peer-to-Peer is an 8-session recovery-focused course for adults with mental health conditions

- Free and confidential
- Held weekly for two hours
- Led by peers with mental health conditions A great resource for information on mental health and recovery
- Offers respect, understanding, encouragement and hope
- Builds on the strength and resilience of participants

NAMI Northwoods, the local organization of the National Alliance on Mental Illness, will offer NAMI Peer-to-Peer beginning Thursday, Sept 24th. It will be held from 6:00 p.m. 8:00 p.m. at Community Corner Clubhouse, 811 N 3rd Ave Wausau –We will follow CDC guidelines. Limited enrollment. Register early to reserve your space.



Participant Perspectives

"NAMI Peer-to-Peer is uplifting, life-saving and an eye-opening experience that changed how I see

"The biggest thing I gained from this class was to become my own advocate and best friend.

recovery was personally meaningful.

Register online @ naminorthwoods.org for NAMI Peer-to-Peer!



Northwoods

Register online Naminorthwoods.org 715-432-0180 naminorthwoods@gmail.com

About NAMI

NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. NAMI Northwoods is an affiliate of NAMI Wiss. NAMI Northwoods and dedicated volunteer members and leaders work trielessly to rate awareness and provide essential education, advocacy and support group programs for people in our community living with mental illness and their loved ones.





NCHC PHARMACY WANTS YOUR PAPER GROCERY BAGS

Can You Help?

Pharmacy is in need of clean used paper grocery bags. If you have any bags you can donate, please place them in interoffice mail to the Pharmacy or drop them off at the Pharmacy or Welcome Desk. Thank you!

THERE IS STRENGTH IN NUMBERS.

NAMI Wisconsin is part of the National Alliance on Mental Illness. Our mission is to improve the quality of life of people affected by mental illness and to promote recovery. Every NAMI membership increases NAMI Wisconsin's voice in the state legislature, in businesses, and in local communities around the state. 1 in 5 people will experience mental illness sometime in their life. The other 4 out of 5 will know a friend or family member living with a mental illness. Together we can provide hope for recovery and make a positive impact for all those affected by mental illness.

This September 2020 we are hosting our first ever membership drive!

This September, join NAMI Wisconsin and receive a gift, get newsletters, access discounts on events, and, most importantly, help those affected by mental illness! When you become a NAMI Member, you support us at the national, state, and local levels. A membership can be a one-time donation. 100% of your membership gift is tax deductible.



HOW TO PARTICIPATE

Help us grow deeper roots in Wisconsin by bringing new members. When you refer a person to become a new member at an jevel, you get one point. At he new do fit he month, you will be able to choose some awesome swag to redeem based on how many people you referred. Plus, all new members will receive an exclusive gift in the mail when they sign up! While supplies last

HOW TO JOIN*

Tell your friends to visit www.namiwisconsin.org/join to become a member. When they sign up, make sure they put your name as their referral so you get points! Everyone who joins in the month of September will get a free tote bag and complimentary registration to our virtual event September 29th, 2020.

GRAND PRIZES

The 3 members who get the most referral points will win one of our grand prizes: 1st Place (most referrals): free registration to our 2021 annual conference at the Ingleside Hotel (includes room) plus a NAMI Wisconsin swag bag! 2nd Place: Green Bay Packers Swag Bag

3rd Place: NAMI Wisconsin swag bag including a shirt, hoodie, mason jar tumbler, coffee cup, and more!

MEMBERSHIP LEVELS Individual Membership: \$40

Includes one person Household Membership: \$60 Covers anyone living in the same household Open Door Membership: \$5 For those with limited financial resources









New! Position Posting

Title: Certified Medical Assistant Status: Full Time **Location: Wausau Campus** Apply Online! http://bit.ly/MedAsstNCHC

Perform general, clinical, and administrative skills as certified medical assistant in an client setting.

Required:

- Graduate of an accredited Medical Assistant Program
- Current certification as a CMA/RMA through AAMA
- Current BLS (CPR) Certification
- Ability to obtain vital signs, chief complaint, allergies and updates the following: medication list, medical and surgical history, family history and substance history as needed.
- Ability to administer and document ordered medications and injections following guidelines with required form, i.e. consent forms,
- 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.

• One to three years' experience in Substance Abuse and/or Mental



Refer and earn a \$500 Referral BONUS!!

IMPORTANT INFO FROM HR **Eligibility Verification Program to Start Soon**

New! Position Posting

Title: Infection Preventionist Status: Full Time **Location:** Wausau Apply Online! http://bit.ly/NCHC_InfPrevention

The Infection Preventionist assists leadership in the promotion and application of measures to prevent and/or control infections among patients, visitors, contractors, and employees. This individual will facilitate compliance with the many regulatory agencies with oversight to healthcare facilities. This individual will observe, evaluate, educate, and implement Infection Prevention practices and activities. The position is accountable for ongoing Infection Prevention practices for North Central Health Care, executing the components of the Infection Prevention Specialty and may require travel.

Education and Experience Requirements

- Bachelor's degree in allied health care related field; If Registered Nurse, must possess an active Wisconsin RN license and degree from an accredited college/university.
- A minimum of 2 years of health care experience
- Inflectional Prevention and Control Certification (APIC) within one (1) year of hire preferred
- Knowledge of infection prevention and control principles and process improvement.
- Demonstrated leadership skills including leading groups of people and problem solving.
- Excellent communication, presentation, and interpersonal skills.
- Ability to work independently with minimal supervision and work under time constraints.
- Ability to develop rapport and maintain positive, professional relationships with a variety of patients, staff and physicians.
- Excellent analytical and critical thinking skills. Broad knowledge and understanding of Quality and Performance Improvement and how to implement in the clinical setting.
- Must be detail-oriented with a high degree of accuracy.
- Operational experience in accreditation/regulatory affairs
- Valid Wisconsin driver's license and appropriate auto insurance coverage as required by North Central Health Must have the use of a personal vehicle

Preferred:

- Registered Nurse Clinical experience preferred in the hospital and long term care setting
- A 3 or more years of experience working in an acute care hospital or public health agency.
- Previous experience as a member of an Infection Prevention/Control
- Any combination of education and experience that provides equivalent knowledge, skills and abilities may be considered.

North Central Health Care works hard to preserve the benefits we offer to you and your dependents under our healthcare plan. In order to continue to do this, starting mid-September, we will begin an Eligibility Verification Program conducted by HMS, an independent firm. All employees who have a dependent enrolled in our health plan will be required to participate. The purpose of this Program is to ensure all dependents enrolled in the NCHC Health Plan meet eligibility guidelines so that only eligible dependents are covered.

You will be receiving a letter at home soon with detailed instructions on what you will need to do to complete the requirements of the program by the due date. In the meantime, if you have any questions, please contact Lynn Wengelski, in Human Resources at LWengelski@norcen.org 715-848-4438. Thank you for cooperating in this important program, which will benefit all of us.







WELLNESS CORNER

Submitted by Sherry Gatewood, PA

SEPTEMBER IS PROSTATE CANCER **AWARENESS MONTH**



Sherry Gatewood, PA

All men are at risk for prostate cancer. According to the Centers for Disease Control and Prevention, "Out of every 100 American men, about 13 will get prostate cancer during their lifetime, and about 2 to 3 men will die from prostate cancer".

The most common risk factor is age. The older a man is, the greater the chance of getting prostate cancer. "The average age at diagnosis is about 66" (American Cancer Society).

Some men are at increased risk for prostate cancer. You are at increased risk for getting or dying from prostate cancer if you are African-American or have a family history of prostate cancer.

Symptoms of prostate cancer: Different people have different symptoms for prostate cancer. Some men do not have symptoms at all.

Difficulty starting urination.

Weak or interrupted flow of urine.

Frequent urination, especially at night.

Difficulty emptying the bladder completely.

Pain or burning during urination.

Blood in the urine or semen.

Pain in the back, hips, or pelvis that doesn't go away.

Painful ejaculation.

Keep in mind that these symptoms may be caused by conditions other than prostate cancer (CDC, 2020).

There is a screening test for those who do and do not have symptoms. Currently it is recommended for men over the age of 50. In African Americans or those with a family history of prostate cancer, then screening starts earlier between 40 and 45 years of age. The screening test is a blood test called the Prostate Specific Antigen or PSA.

Prostate cancer can be a serious disease, but most men diagnosed with prostate cancer do not die from it. In fact, more than 3.1 million men in the United States who have been diagnosed with prostate cancer at some point are still alive today (American Cancer Society).

Can it be Prevented?

There are some studies that are suggestive of a certain type of medication that can help prevent prostate cancer but does not eliminate the risk. Also, it is not FDA approved for prevention. (Sartor, 2020). According to the American Cancer Society, some substances found in tomatoes (Lycopenes) and soybeans (Isoflavones) might help prevent some prostate cancers. Some studies have found that men with high levels of vitamin D had a lower risk of developing the more lethal forms of prostate cancer, but not found to protect against prostate cancer(American Cancer Society, 2020). All in all, it comes down to a healthy diet with plenty of fruits and vegetables for total health.

Men should have a talk with their health care provider to determine when to start screening for prostate cancer and the risks and benefits of doing so.

A Oliver Sartor, MD. (Jan 2020) Chemoprevention strategies in prostate cancer. Retrieved on 9/17/2020 from UpToDate.

American Cancer Society. (2020) About Prostates Cancer. Retrieved on 9/17/2020 from https://www.cancer.org/cancer/prostate-cancer/about/key-statistics.html

American Cancer Society. (2020). What's New in Prostate Cancer Research. Retrieved on 9/17/2020 from https://www.cancer.org/cancer/ prostate-cancer/about/new-research.html

Centers for Disease Control and Prevention. (2020). Who is at Risk for Prostate Cancer. Retrieved on 9/17/2020 from https://www.cdc.gov/cancer/prostate/basic_info/risk_factors.htm

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



Tria Health is offered to you at no cost through your health plan. Schedule an appointment to meet with a medication expert over the phone at a time that is convenient for you. Your Tria Health pharmacist will make sure the medications you take are safe, affordable and effective.



Preparing for **Asthma Peak Week**

Asthma Peak Week occurs every year in the third week of September. Below are tips on how to get ready for Asthma Peak Week.

Read More

http://bit.ly/Tria-Asthma



The Importance of Vaccinating Your Child

For parents, it is important to see your child happy and healthy. One of the ways you can ensure your child's health is through vaccinations.

Read More http://bit.ly/Tria-KidsVac



Sign Up Today!

Sign up today for Tria Health's Pharmacy Advocate Program. Our online enrollment form makes signing up easier than ever!

Sign Up http://bit.ly/Tria-Enroll







Marathon County **Employees Credit Union**

We Can Help You Make Home Ownership "Easy as Pie"



Whether You Are Looking to Purchase a New Home, Refinance, Or Need a Home Equity Loan, **MCECU Offers It All!**

Call Pete Today! 715 261-7680

cuteller@co.marathon.wi.us 400 East Thomas Street Wausau, WI 54403







BENEFITS FOR NCHC EMPLOYEES FROM RASMUSSEN COLLEGE

Visit rasmussen.edu/norcen

North Central Health Care has an alliance with Rasmussen College which allows you to save up to 20% on tuition*. Visit rasmussen.edu/norcen to request information about the program and learn about all the ways to save on your continued education.

*In order to qualify for the grant, all admission requirements must be completed, and enrolling students must provide proof of employment. Students cannot receive both corporate and military grants. For additional details, visit: rasmussen.edu/futition.

NEW! Master of Business Administration (MBA) - A fully online MBA degree program designed for working professionals. By analyzing case studies, viewing lectures and completing coursework, your employees will gain knowledge and skills that can help them solve problems in a complex, ever-changing business environment. https://www.rasmussen.edu/degrees/business/master-business-administration/

Enroll by September 30 and start on October 5, 2020, students are eligible for Rasmussen's MBA Under \$10k Offer, which features a special tuition rate of \$155 per credit.1 Note: Offer cannot be combined with the Corporate grant. See details below.

NEW! Master of Public Health (MPH) - A new Master's program for healthcare professionals who want to take a broader community perspective on health. https://www.rasmussen.edu/degrees/health-sciences/master-public-health/

Start Strong Tuition Savings - Online credit by assessment offerings—typically \$99 per assessment— offered at no cost to eligible employees which can help them save up to \$6,000 on tuition and fees.2 Learn More

\$4k Next Step Grant - Exclusively for 2020 high school graduates starting classes this calendar year. https://www.rasmussen.edu/tuition/next-step-grant/

COMMUNITY TREATMENT/OUTPATIENT SPOTLIGHT AWARD

April Bayer

Congratulations to April Bayer for being the Community Treatment/ Outpatient July Spotlight Award recipient! April is the Team Lead for the Lincoln and Langlade Youth Community Treatment teams. Congratulations April!!

While April is always helpful and doing great work as a Team Lead, she was specifically recognized for the Spotlight Award for her hard work with the CLTS yearly audit!

"April is everything you'd want in a team lead! She put in countless hours to assure our CLTS audit went smoothly. April is always available to her team and provides caring and compassionate support to both Lincoln and Langlade. She models the core values in her work every day, as she: provides quality services, acts as a caring partner, is accountable to NCHC outcomes, can be trusted to do the right thing, and works on continuous improvement with several work groups and her own professional development.'

"April portrays an empathetic and caring attitude towards both consumers and co-workers. She makes herself available to support and provide guidance whenever needed as a team lead. April takes the time to learn about our caseloads, client needs, and provides useful insight to ensure we are providing the best care/treatment possible. She goes above and beyond to help all those around her both personally and professionally. April also works to collaborate to reach the best possible solutions in difficult situations! '











THE WALK TO END ALZHEIMER'S IS COMING UP!

SATURDAY, SEPTEMBER 26, 2020

Join the NCHC Team! All are welcome!

The world may look a little different right now, but one thing hasn't changed: our commitment to ending Alzheimer's. This year, Walk to End Alzheimer's is everywhere — on every sidewalk, track and trail.

Your health and safety are our top priorities. We won't have a large in-person gathering — instead, we invite you to walk in small teams of friends and family while others in your community do the same. Because we are all still walking and fundraising for the same thing: a world without Alzheimer's and all other dementia. Down your road and in your neighborhood, we can all walk to raise awareness and support the Walk to End Alzheimer's.

2020 Walk to End Alzheimer's - Wausau Saturday, September 26, 2020 add to calendar REGISTER DONATE 72 PARTICIPANTS 14% ACHIEVED

www.norcen.org/WalktoEndALZ



\$8,215

RAISED

WALK T-SHIRTS WILL BE HERE THIS WEEK! IF YOU ORDERED, LOOK FOR YOUR **DELIVERY BY THURSDAY!** Thank you for your support!

\$58,500

OUR GOAL