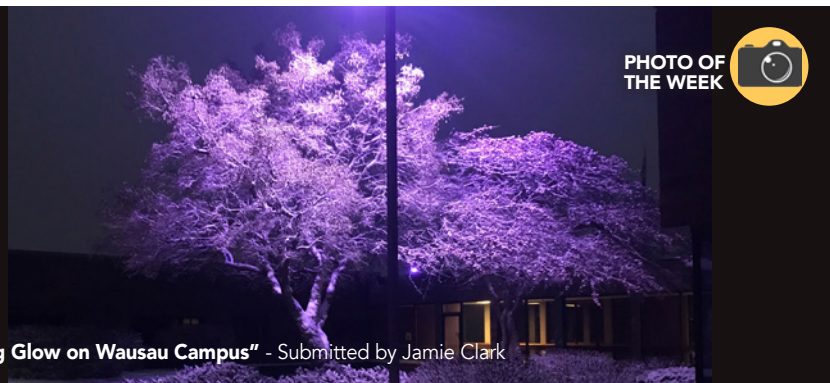

A Weekly Update
For The Employees of
North Central Health Care

"Morning Glow on Wausau Campus" - Submitted by Jamie Clark



NEWS YOU CAN USE

WEEKLY CONNECTION WITH OUR TEAM



Jarret Nickel
Operations
Executive

Winter Safety

This past Sunday, December 5th most of our locations received their first major snowfall of the 2021/2022 Winter Season. This weekend appears to be a similar story. With this snow fall comes the reminder of winter safety at NCHC campuses and when driving NCHC vehicles. Slips, trips, and falls always peak around this time of year with thawing during the day and freezing at night causing slippery conditions. Please be cautious of the ground you are walking on and if you notice an icy spot avoid it and notify a member of the grounds team or if available utilize salt bins provided at entry ways.

For those driving NCHC vehicles remember to drive slowly and provide sufficient time to stop and start at intersections. If you notice that an area doesn't have salt bins or shovels please notify your Program Manager as well as Sarah Rothmeyer, Manager of Safety & Security at SRothmeyer@norcen.org. Sarah can also be contacted for individual bottles of salt to keep in your car or work area for travel to and from the building. If you do happen to have a safety event occur such as a slip-on ice, please seek medical treatment immediately if necessary and complete a SafetyZone report.

Stay safe this Winter Season!

Do the Penguin Walk!

Stay healthy and active, avoid a fall and possible injuries.

- Bend slightly and walk flat footed
- Point your feet out slightly like a penguin
- Keep your centre of gravity over your feet as much as possible
- Watch where you are stepping
- Take shorter, shuffle-like steps
- Keep your arms at your sides (not in your pockets!)
- Concentrate on keeping your balance
- Go S-L-O-W-L-Y



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ADMINISTRATOR ON-CALL

x4488 or 715.848.4488

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

**Monday, Dec. 13 –
Sunday, Dec. 19**

Tom Boutain



GET ALL THE FUN DETAILS ON PAGE 2!



NCHC HOLIDAY

December 13-17

Week

200 HOURS OF PLT GIVEAWAYS! WEAR JEANS ALL WEEK!

MONDAY 13

CHRISTMAS VACATION DAY

Dress like your favorite National Lampoon's Christmas Vacation Character or character's quote. Creativity recommended!

 <p>AUDREY GRISWOLD</p> <p>"We're not driving all the way out here so you can get one of those stupid ties with the Santa Clause on it."</p> <p>WEAR YOUR FAVE XMAS TIE!</p>	 <p>CLARK GRISWOLD</p> <p>"Nobody's walking out on this old fashioned family Christmas."</p> <p>DRESS IN A PAST DECADE</p>	 <p>COUSIN EDDIE</p> <p>"Clark, that's the gift that keeps on giving the whole year."</p> <p>DRESS IN A HAT & BATHROBE</p>	 <p>AUNT BETHANY</p> <p>"I pledge allegiance to the flag."</p> <p>DRESS IN RED, WHITE & BLUE OR PATRIOTIC</p>	 <p>RUBY SUE</p> <p>"Santa Claus! Uncle Clark, are you Santa Claus?"</p> <p>DRESS LIKE SANTA OR WEAR A SANTA HAT!</p>
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TUESDAY 14

DON WE NOW OUR UGLY SWEATERS

It's sweater day, and things are about to get real UGLY. Wear your most ho-ho-horrible holiday sweaters!



WEDNESDAY 15

HOLIDAY PAJAMA DAY

Bust out your favorite holiday pj sets and slippers. It's wear your holiday pajamas to work day! (onesies encouraged)



THURSDAY 16

COZY DAY

Baby its cold outside! Bundle up and wear your favorite cozy flannels and winter hats!



FRIDAY 17

HOLIDAY SPIRIT DAY

Dress in the holiday's favorite and most jarring complimentary color combo: Red and Green!



North Central Health Care

Person centered. Outcome focused.

DONATION SUGGESTIONS

Below are donation suggestions for clients and residents of North Central Health Care. These items will directly benefit individuals and families receiving services. Donations will be delivered to Mount View Care Center, Adult Day Services, Prevocational Services, Group Homes, Community Treatment for Children and Adults, Community Corner Clubhouse, Behavioral Health Hospitals (Youth & Adult), Crisis Stabilization (Youth & Adult) and Outpatient clients in Wausau, Merrill and Antigo. **Items with an asterisk are most needed.*

Personal Items

- Wallets and Coin Purses
- Sweat shirts or flannel shirts - all sizes: S – 4XL
- WARM winter gloves and mittens*
- Winter caps and scarves
- Socks*
- Sweat pants* (S – 4XL)
- Men's Undershirts, Underwear* - S – 4XL
- Women's Underwear* - S – 4XL
- Women's fashion scarves
- Watches (slip-on type preferred)
- Costume jewelry*, necklaces especially with long chains
- Rubber soled slippers only - all sizes
- Men's belts and suspenders, caps
- Fleece blankets

Toiletries

- Body wash/ Bars of soap*
- Shampoo & conditioner*
- Hair accessories (brushes, barrettes, hair ties, rattail combs)
- New Make-up (lipstick, powder, blush, ChapStick, etc.)
- Men's shaving items*
- Hand Cream* - small or medium bottles only
- Deodorant* (predominantly Men's)
- Nail Polish*, polish remover, cotton balls
- Toothbrushes & Toothpaste*
- Cologne* for men and women or Aftershave
- Disposable Razors* for men and women
- Feminine Napkins/Tampons
- Polygrip
- Small bottles of dish soap or bleach
- Kitchen Sponges
- Laundry detergent, pellet packs and fabric softener sheets

Paper Products

- Bibles (Large print or regular)
- Stationary (small sets) and stamps for mailing
- New greeting cards
- Calendars

Unique Suggestions

- Small Fans
- Sewing kits
- Anything Green Bay Packers, Badgers, Brewers, Bucks
- Cans of Soda (caffeine-free only) or juice
- Small packages of snacks, gum and candies (sugar-free or regular)
- Gift Certificates to McDonald's, Subway, Walmart, Kwik Trip, Target, etc.
- Complimentary tickets to a movie
- Bus passes or tokens
- Thumb drives
- Sunglasses
- Dish Towels
- Towel sets: 1 bath towel, 1 hand towel, 2 wash cloths
- Boxes of Chocolates (must be sealed)

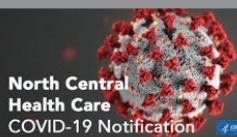
Recreation/Craft

- Colored construction paper*
- New 100-300 pieces or less Puzzles or therapeutic puzzles with large pieces*
- Word Search* and Crossword Puzzle Books*
- Adult Coloring Books
- Colored pencils, markers, crayons
- New Board games (Pictionary, Scrabble, Sorry, Yahtzee, Life)
- Trinkets (almost any small object) for Bingo prizes
- Inexpensive canvases (all sizes), art paint & brushes
- Glue or glue sticks*
- Tissue Paper
- Decks of Cards
- Pony Beads

Interested in adopting a client or resident for the holidays? We have several names on our Wish List.

Please, contact the NCHC Volunteer Office at
715.848.4450 or **volunteer@norcen.org**

Thank You For Your Generous Support!



Wear a Mask – Maintain Social Distance – Wash Your Hands – Stay Home If You Are Sick. Report Symptoms and Covid-19 Exposures to Employee Health and Manager

Staff will continue to screen appropriately, report symptoms and not report to work if experiencing any signs of illness. Staff are required to use PLT or take unpaid leave due to symptoms or exposure. **Employee Health: 715.848.4396**

COUNTY POSITIVITY RATE

MARATHON: 20.04%

LINCOLN: 17.34%

LANGLADE: 15.18%

Please follow **Alert Level Response** based on the County Positivity Rate of your location.

PPE GUIDELINES

Visitors: Cloth face covering or surgical masks required by all. Visitors to Nursing Homes & Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will only require temperature check.

Employees: Face coverings required while entering the building. Self-screening required using temperature kiosks procedures. Surgical masks at a minimum required while within all NCHC buildings. Staff may remove masks while working alone in private offices.

Employees Working in Direct Patient/Resident Care:

Each patient/resident care area will be designated as being in Standard, Enhanced or Covid-19 Confirmed/Suspected Precautions. Units on Enhanced or Covid-19 Confirmed/Suspected Precautions must have it clearly posted on the entrance to the unit.

- o **Standard Precautions** – Surgical Mask and Gloves required. Eye Protection (face shield, goggles or safety glasses) required during applicable isolation precautions.
- o **Enhanced Precautions** – Surgical Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.
- o **Covid-19 Confirmed/Suspected Precautions** – N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

NCHC COVID-19 WEEKLY CASE REPORT

Confidential Employee Report

Employee Cases Reported through December 9, 2021

Cases reported below are current active employee cases. All employee cases previously reported that are no longer shown below have been cleared to return to work from NCHC Employee Health and local health officials based on a review of the individual case details.

Program	Current Active Employee Cases	Date Reported
New Cases		
Outpatient – Wausau	1	12/9
Pine Crest Food Services	1	12/9
Pine Crest – Special Care & 200	1	12/8
Adult Behavioral Health Hospital	1	12/8
MVCC – Gardenside, 2 North	1	12/7

Previously Reported All Cases no longer included below have returned to work.

MVCC – Floor 2 Vent Unit	1	12/6
Pine Crest – Rehab	1	12/6
Residential – Andrea	1	12/6
Adult BH Hospital	1	12/2
Residential – Jelinek	1	12/1
MVCC – Floors 2 & 4	1	12/1

Total Active Employee Cases 11

GENERAL OPERATIONAL GUIDELINES

Program admissions, closures, and operations will be determined by Incident Command daily. Updates provided to staff at least weekly.

Direct Care/Visitors

- Essential visitors and contractors only.
- In-person treatment allowed in all programs. Masks and social distancing required. All areas require departmental cleaning procedures for pre/post in-person visits. Virtual treatment optional.
- In-Person Visitation allowed at Nursing Homes, Inpatient Hospitals, CBRF and Residential Homes (unless noted to right).
 - Program-established visiting hours.
 - Visitation limited to designated visiting areas or resident rooms only. No other travel throughout facilities. 2 visitors maximum per resident/patient at any time. Length of visit is determined by program.
 - Indoor, compassionate care and outdoor visits allowed. Outdoor visits are weather-permitting and determined by program.
 - Screening, masks and social distancing required.
 - Nursing Homes must allow in-person visitation on units under enhanced precautions. All visitors will be required to follow the the PPE guidance in place for those precautions.
- Volunteer programming allowed. Limited to 5 max at a time in building. Covid-19 vaccination required.

Meetings or Groups - Please refer to Alert Level Response

- NCHC in-person meetings allowed. Masks, 6-foot social distancing or physical barriers between individuals required.
- Treatment groups suspended at this time due to current community positivity rates. Only DBT & AODA Groups allowed.
- Non-NCHC groups or meetings are not permitted (i.e., AA, NA) in care areas (nursing homes, outpatient clinics). Wausau Campus Theater is allowed to be scheduled for outside group use. Contact Administration Office 715.848.4405.
- Group sizes for meetings limited based on each County's Positivity Rate. Masks & social distancing required. Meetings require Incident Command approval if in RED or higher # of people than desig. limit.

HR / Remote Work

- On-site interviews and Orientation are allowed with an option for virtual participation provided.
- Remote Work limited to those requiring exceptions. Please work with Manager and Human Resources if exceptions are required.

PROGRAM-SPECIFIC OPERATIONAL UPDATES

Programs with Operational Changes

Follow General Operational Guidelines (left) in addition to changes below.

- **Adult Behavioral Health Hospital:** Covid-Confirmed Precautions (1 positive patient in Adult Unit)
- **Mount View:** Covid-Confirmed Precautions: 4th Floor (1 positive resident on 4th floor)
Enhanced Precautions: Gardenside, 2 North, Floors 2 and 3. Visiting Hours M-F: 7am – 7pm, Weekends: 10 am – 6pm. Visitors allowed in all units, must follow ALL precautions in place.
- **Pine Crest:** Enhanced Precautions: Rehab, Special Care & 200 Unit (due to Positive Staff cases.)
In-Person Visiting Hours: M-F: 9am – 6 pm, Weekends: 9am – 3pm. No admissions to Rehab Unit.
- **Residential Services:** Open and operational.
 - o Enhanced Precautions: Andrea Street
 - o Contact Precautions: Jelinek due to presence of bed bugs.
 - o Riverview Towers and Riverview Terrace: Visitation allowed. Visitors and residents must wear a mask when outside of their apartment, in any indoor shared space.
- **Lakeside Recovery/MMT:** Closed. No Admissions.

Open & Operational

Follow General Operational Guidelines (left).

- Adult Day Services – Wausau
- Adult Day Services – Antigo
- Adult Day/Prevocational Services – Merrill
- Adult Protective Services
- Aquatic Therapy Center
- BHS Youth Hospital
- Community Treatment
- Clubhouse
- Crisis Center
- Crisis Stabilization Facility (Adult & Youth)
- Hope House - Wausau / Antigo
- McClellan House
- Outpatient Clinics
- Pharmacy
- Prevocational Services – Wausau
- Transportation

Program Hours and Operations Online: www.norcen.org/Covid-19



IS YOUR HOME ADDRESS CORRECT ON YOUR PAYSTUB?

Its W2 Time....

We ask that all staff check to make sure that your home mailing address is up to date in the UKG system. W2's are automatically produced and sent to the address in the system and finalized information will be complete by January 4. Please update before then!



NCHC DECEMBER HOLIDAY CLOSURES

For the December, offices/clinics will be closed on December 23 and 24, in observance of the Christmas and New Year's holidays. These are the last two Thursday/Fridays of month. Programs that operate 24/7 will remain with regular hours.



Revised December & January Covid-19 Vaccination Clinics for NCHC Employees

We have some changes to the remaining December Covid-19 Vaccine Clinics. You will be notified via email if your selected date and time had a change. Please see options below to receive your 1st, 2nd or Booster dose. Remaining clinics are being held in the Old MVCC 1st Floor Dining Room and Pine Crest. Please see below for dates and times and sign up online.

Covid Vaccine Sign Up Link:
<https://forms.gle/mFKscmVE9VejTgav7>

NCHC Wausau	Wednesday 12/15/21 12:00 – 2:00 pm
NCHC Wausau	Monday 12/20/21 11:00 am – 1:30pm
NCHC Wausau	Tuesday 12/21/21 1:00 – 3:00 pm
PCNH Merrill	Tuesday 12/28/21 6:00 – 8:00 am
NCHC Wausau	Wednesday 12/29/21 10:00 am -12:00 pm
NCHC Wausau	Monday 1/3/22 10:00 am -12:00 pm
NCHC Wausau	Tuesday 1/4/22 1:00 - 3:00 pm

The Covid-19 vaccine is a 2-dose vaccine. After you receive your first dose, please make sure to sign up for your second dose for the following month. For example, if you're signing up for your first vaccine in November – make sure to sign up for your second in December. You will also be given your return date for the 2nd vaccine on your COVID Vaccine Card when receiving your first dose.



A MESSAGE FROM THE GREATER WAUSAU CHAMBER OF COMMERCE

Can You Help?

The first in a group of refugees from Afghanistan will arrive in our community soon. New Beginnings for Refugees and the Ethiopian Community Development Council, Inc. (ECDC) are collecting donations to fully equip these families with the necessities. A donation site is located at the Whitewater Music Hall in Wausau in the lower level (door 137). Donations are accepted every Saturday from 9 a.m. to noon or by appointment for a large collection. All of the collected items will be distributed to a group of refugees arriving in the Wausau area beginning this month. ECDC is responsible for having the housing for the refugees completely set-up and furnished, including linens on the beds and cabinets filled with supplies, upon their arrival.

Some of the items needed include:

- Vacuum cleaners
- Teapots (stovetop or electric)
- Laptops with chargers (five years old or newer)
- Unlocked smartphones
- Throw blankets
- Twin sheets
- Home toolkits and drills
- Bicycles
- Mops and buckets

- Brooms and dustpans
- Toilet paper
- Paper towel
- Napkins
- Laundry detergent
- Hand soap
- Dish soap

Additional items which are needed are listed on



NewBeginningsWI.org.

Financial donations are also welcomed. Donations for ECDC can be made at ECDCUS.org (select the Wausau MCC location to ensure the donations are used locally). Donations for New Beginnings can be made on the Community Foundation of North Central Wisconsin's site.



PHOTO OF THE WEEK

SHARE YOUR PHOTO OF THE WEEK

Email: Communications@norcen.org or Text: 715.370.1547



"I snapped this pic this morning walking in to work. Thought it was kinda cool looking. This is by Door 33 on Wausau Campus."

– Jamie Clark



New Link Hallway Map

Moving Across the Wausau Campus During Renovations - Beginning Dec. 6, 2021

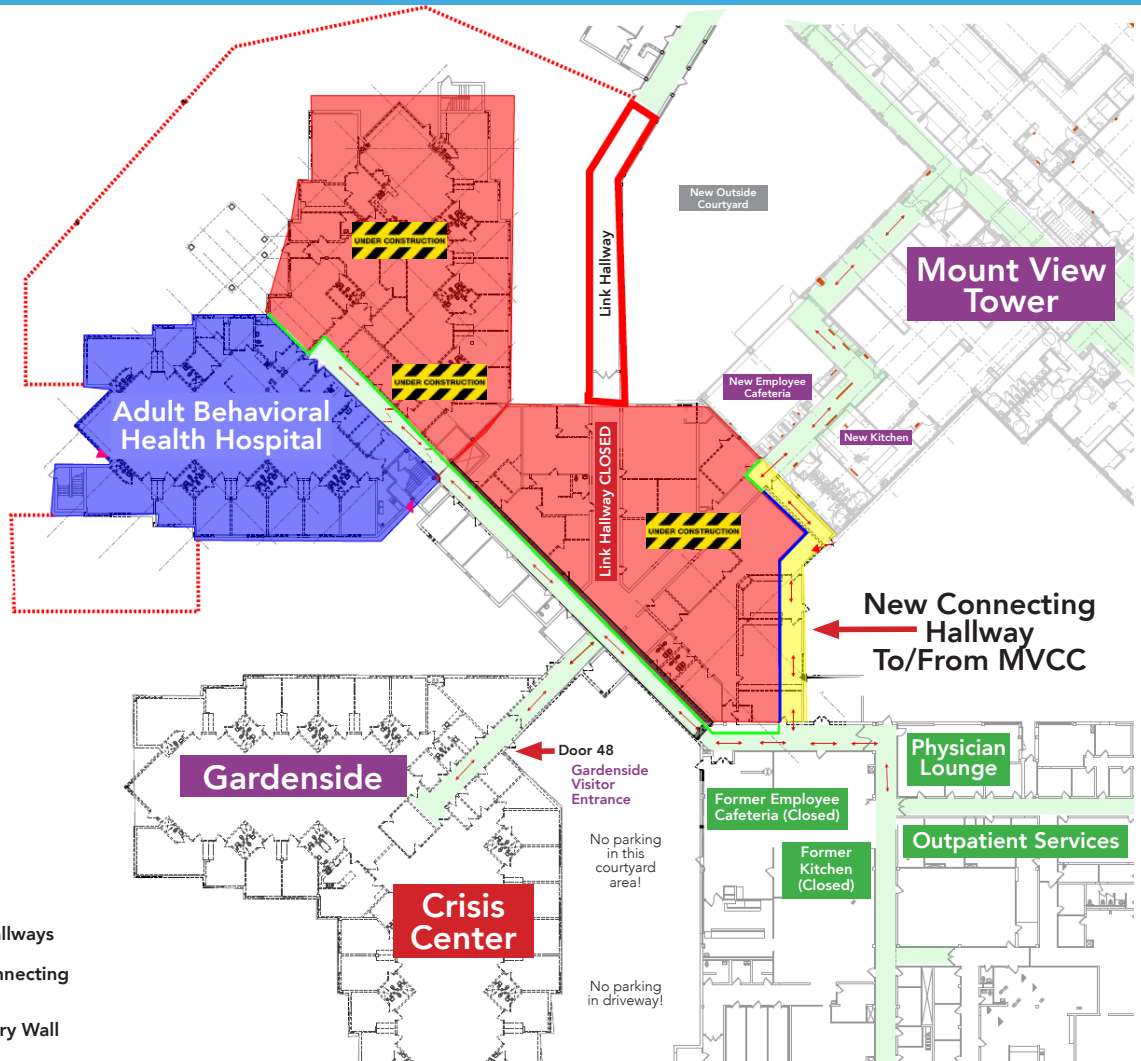
The link hallway that connects to 2400 Marshall Suite A (MVCC) will be CLOSED for construction for an extended period (around 3 months). A new link hallway has been created and is accessible NOW.

- **To access the new hallway from Crisis, Adult Hospital, Outpatient/Community Treatment and Administration:** the entrance is located near the former cafeteria wash room/Physician Lounge.
- **To access the new link hallway from MVCC, Youth Hospital, Crisis Stabilization:** go to the new employee Cafeteria located in the MVCC Tower and look for entrance near the rear of the New Employee Cafeteria.

All hallways and entrances are marked with signage. The OLD Link Hallway will close on Monday, December 6th and all traffic will need to flow through the New Link Hallway.

Visitors to Gardenside Crossing (Dementia Care)

Visitors to Gardenside Crossing (located by the Crisis Center) will no longer be allowed to pass through the hallways inside. Instead, Gardenside Visitors will park in the rear employee parking lot near Crisis and enter Door 48 (in the Courtyard area past Crisis Entrance). Door 48 will be set on a timer and open to visitors M-F, 7 am – 7 pm and Weekends, 10 am – 6 pm. There will be no parking in the courtyard or the driveway area near Crisis. Visitors must park in the rear parking lot and walk to Door 48.





tidbits on benefits

WELLNESS CORNER

Submitted by Sherry Hughes, PA



SHOVEL SNOW THE RIGHT WAY

Tips For Safe Snow Removal

It's winter, and you know what that means: snow. And while it may be pretty to look at, snow can literally be a pain to shovel.

Every year, thousands of Americans are treated in emergency departments for injuries sustained while shoveling snow, according to the National Library of Medicine.

"Removing snow can be especially hard on back, shoulder and arm muscles because it involves a lot of bending and heavy lifting," says Aspirus Occupational Therapist Kaycie Berhorst. "It can also be hard on the heart: Older adults face an increased risk for having heart problems while shoveling. And it's not unusual for people to slip or fall—or get hit by the shovel—when shoveling snow."

Remove It Safely

When it's time to tackle that snow-covered walkway or driveway, follow these suggestions for safe shoveling:

- Dress appropriately. Wear light, water-repellent clothing; a hat; gloves; and warm socks. Put on shoes or boots with good traction to avoid falling.
- Never use a shovel that is too heavy or too long.
- Clear snow early and often. It's easier to remove a light covering of snow from the ground than it is to clear packed, heavy snow.
- Take plenty of breaks and drink lots of water.
- If you feel any pain, stop shoveling right away. If you have chest pain, seek medical attention immediately.
- Push snow instead of lifting it.
- Avoid throwing snow over your shoulder or to the side because it can stress your back.

If you have any questions about your snow-shoveling fitness, you should talk to your doctor—especially if you're older than 40, don't exercise regularly or have a history of heart problems.

For more information about injury prevention, visit www.aspirus.org/injury-prevention.

Employee Health & Wellness Center

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

Schedule an Appointment:
715.843.1256 or MyAspirus.org

Updated Hours:

Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 9:30 am - 6:00 pm



NCHC EMPLOYEE HEALTH & WELLNESS CENTER

The Aspirus Clinic at the Employee Health and Wellness Center on the Wausau Campus provides convenient, high-quality, cost effective health care for North Central Health Care Employees and their dependents ages 18 months and up covered by the NCHC health plan.

Schedule an Appointment: Call 715.843.1256

Video Visits Available!

Call 715.843.1256 or visit MyAspirus to schedule a video or in person visit. Must be registered with MyAspirus to utilize Video Visits.

What Are the Fees to Use the Clinic?

If enrolled in the HSA Plan, the office visit fee is \$20.

If enrolled in the Traditional Plan, the office visit fee is \$0.

Additional medical care or lab testing beyond the scope of listed services will also be billed to your insurance.

What Can I Use the Clinic for?

- Annual Physicals: Women's health, men's health.
- Sports Physicals for Students
- Chronic Condition Support: Hypertension, diabetes, asthma, anxiety, depression, thyroid disorders and prescriptions.
- Health Monitoring: Blood pressure, cholesterol, blood sugar, weight man-

agement, routine lab test and gynecological concerns.

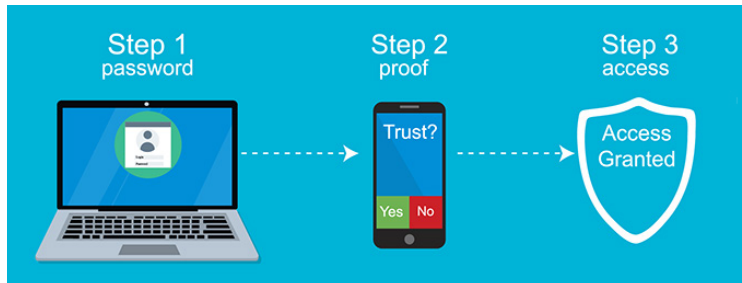
- Common Health Issues: Colds, sore throat, earaches, influenza, sinus infection, stomach disorders, nausea, skin problems, rashes, bug bites, minor wounds, suturing, strains, sprains, urinary tract infections.
- Wellness Center: Health screening, prevention education, general fitness assessment, goal setting and routine wellness advice.
- Lab Services and Procedures: Rapid strep test, urine dip stick, flu screens, pregnancy test, and procedures such as mole and skin tag removal are all provided at the on-site clinic.
- Well Child: Ages 16 years old and up. Acute Care visits for ages 18 months and up.
- You may also designate Sherri Hughes, PA as your primary care provider.

If you have benefit questions, please reach out to NCHC Human Resources HResources@nrcen.org. If you have questions for the clinic about services, please contact the Employee Health & Wellness Center at 715.843.1256.



MULTI-FACTOR AUTHENTICATION

What Is It and What Do I Need to Know?



What is Multi-Factor Authentication?

MFA is an important security update to strengthen our cyber security defenses!

You may have experienced MFA when logging into an account with your financial institution, email provider, etc., if you were required to enter a code that was provided to you via text message, email, or phone.

The preferred method is using a mobile device (either work issued or your own smartphone) to receive a MFA code to use when connecting.

What is changing?

CCITC will be implementing new security initiatives that will impact:

- the way you access email
- network access using the Virtual Private Network (VPN)

The most significant change is the requirement for Multi-Factor Authentication (MFA), a method to help better secure email accounts and VPN access using an additional security method.

Once MFA has been implemented, connecting to our network remotely or accessing email will require BOTH a password and an authentication code.

All email access will require MFA including:

- from Outlook/Office 365 whether from your office or within other facilities or remotely
- on a cell phone, tablet or kiosk

This added protection measure will protect your email and VPN access in the event your network password is compromised as a scammer would be unable to approve the sign in via your mobile device.

What do you need to do now?

Please look out for additional information that will be provided to you with details, instructions, and deadlines detailing how and when we will require MFA.

In the meantime, you can continue to access email and the VPN as you have previously done.

Why are we doing this?

For many of us, technology plays a critical role in our everyday work. As technology platforms and devices continue to evolve, so do the opportunities for threats.

- CCITC is implementing additional security measures required to maintain our Cyber Security insurance.
- While navigating the ever-changing world of Cyber Security can be challenging, we are here to help you stay safe.

When is this happening?

MFA will be implemented by the end of January 2022. As we solidify project timelines in the coming weeks, more specific dates will be shared.

We each have a shared responsibility in protecting our network, devices, and data. We appreciate your patience as we navigate these important security updates.

Have questions?

Please reach out to the IT Help Desk at x6710 or 715.261.6710 with any questions.

**Marathon County
Employees Credit Union**

Give Your Family the
Gift of Membership

Your family could be enjoying:

- Low rates on loans
- Fewer fees
- High dividends on savings
- Exceptional customer service.

Share the bennies and
bring your loved ones
into the credit union
family today!

**Proudly serving Health Care Center Employees & their
Families since 1965**

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

715 261-7680
cuteller@co.marathon.wi.us
400 East Thomas Street
Wausau, WI 54403

**REFER A
FRIEND
EARN UP TO
\$500**

Here's how it works...

Step 1: Have Your Recruit Tell Us About You
Complete the "Referred by" section in their employment application including your name.

Step 2: Meet Required Criteria
You and your recruit must be in good standing throughout this period and have no written warnings for attendance or other performance.

Step 3: Get Paid!
When your recruit joins the NCHC Team, and you both have met the referral requirements YOU will earn the following:

\$250	after 90 days (0.49 FTE referral or less)
\$500	after 90 days (0.50 referral or greater)

We value your referrals and know that together we can strengthen our North Central Health Care team. That's why earning some extra cash for your employee referrals has never been simpler. So text that friend, and get the ball rolling.

For additional details and qualification requirements please refer to the Referral Bonus Policy.



NAMI | Family Support Group

National Alliance on Mental Illness

What is the NAMI Family Support Group Program?

NAMI Family Support Group is a peer-led support group for family members, caregivers and loved ones of individuals living with mental illness. The hallmark of a NAMI support group is leveraging the collective knowledge and experience of the other participants. It can offer you practical advice on addressing issues related to mental illness and your loved one and gives you the appropriate space to have your personal needs met so that you can provide the best possible care for your family member. The NAMI Family Support Group is a 60-minute session, free of charge. Attendance is optional and confidential.

NAMI Northwoods offers its NAMI Family Support Group on the 4th Monday of the month at 7:00 p.m. Meeting is held at Grace United Church, 535 S 3rd Ave in Wausau. Entrance is at the back of the church, using the elevator to go to the lower level in the fellowship hall. Please follow cdc guidelines. Wearing masks is encouraged.



"Before coming to the support group, we had never spoken about mental illness to neighbors, friends and often not even to our relatives."

NAMI NORTHWOODS

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

NAMI Northwoods and dedicated volunteer members and leaders work tirelessly to raise awareness and provide essential education, advocacy and support group programs for people in our community living with mental illness and their loved ones.

Hey employees, looking for a dinner out with family?
Take them to Pizza Ranch in Weston and help support Community Corner Clubhouse.
20% of your bill goes to benefit Clubhouse!



TO BENEFIT:
COMMUNITY CORNER CLUBHOUSE

MONDAY, DECEMBER 20
FROM 4-8 PM

2715 SCHOFIELD AVE., WESTON, WI

WHEN YOU PRESENT THIS INVITATION
PIZZA RANCH WESTON WILL DONATE 20%
OF YOUR GUEST CHECK TO THE

"Huge Shout Out to staff in ADS and Prevocational areas from the Rasmussen Nursing Students. They wanted to recognize these employees..."

—Submitted by Andrea Hebert



Person-Centered
Shout

out



Katie Morgan



Erika Koch



Scott Jakel



Cindy Franklin



Jamie Bolzak



MORE LINKS, STORIES,
PHOTOS, VIDEOS!

NCHC EMPLOYEES COMMUNICATIONS GROUP

facebook.com/groups/NCHCTeam/

Happy Retirement!

Kathy DeSantis from Volunteer Services is retiring on December 28 this year. She has given 37 years of dedicated service to our organization and deserves a wonderful send off. A small gathering is planned to celebrate her retirement on Tuesday, Dec. 28 from 10 am – 11:30 am in the lobby area of the new Mount View Care Center. Thank you Kathy for your many years of service to all those we serve at NCHC.



Ascension

FrontLine

Frontline | December 2021

Employee Assistance Program

ascensionwieap.org

eap@ascension.org

800.540.3758

Managing the Stress of Holiday Expectations

Expectations are often cited as a key source of stress during the holidays, but pressure to participate in activities and events is less of a problem for many people than the sheer pressure of how one is *supposed to feel* during this time of year. If you suffer from depression, or if this time of year includes struggles over memories past, focus on the here and now, and practice avoiding the “future-focus” of what you imagine you will be facing. Do you know from past holiday seasons where your support network lies? This network may include compassionate family members or friends who know you best. Plan for when you will connect or share time with these special people. Include in your support plan a way to connect with your company’s employee assistance program or a mental health professional. You may only need a session or two to feel energized and in more control of your emotional state. There’s an adage among members of 12-step groups: “Bring the body, and the mind will follow.” It means that behaviors can sometimes influence feelings. So, if the opportunity to participate in a seasonal event appears, and you don’t feel motivated to attend, consider whether participation might surprise you with an uplifting experience and a positive change in mood you might otherwise have missed.



Stay Healthy Working from Home

Is working remotely from home not as joyful as it first seemed? Four out of five remote workers struggle with “shutting off” work at the end of the day. About half believe their mental health has suffered. If this sounds familiar, try these fixes: (1) Maintain a regular schedule and stick to it. Resist temptations like sleeping in, doing chores, and participating in distractions that drag out an eight-hour day to 12 hours. (2) Take breaks, but when you do, connect with family and friends, not TV or social media. This will help you avoid burnout. If you can meet outside your home for coffee or lunch, this is even better. (3) Burnout prevention is about awareness and setting boundaries. At the end of the day, leave the smartphone behind. Don’t stay connected, if possible. (4) Regular physical activity is essential to boost mental and physical health, so get up, stretch, walk, do jumping jacks. Discover what works best for you.



Learn more: www.buffer.com/2021-state-of-remote-work



WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on December 6 – 10, 2021

Community Treatment Youth



John Felhofer
Case Manager – Wausau



Joshua Johnson
Case Manager - Wausau

Behavioral Health Hospital



Stephanie Keller
Behavioral Health Tech

Human Resources



Nic Lotzer – HR Manager

Pine Crest



Roberta Hanke
CNA



Kara Webb
Hospitality Assistant

Youth Crisis Stabilization



Rebecca Wolter
Youth Care Professional

Food Services



Caylie Amelse –
Dietary Aide – Merrill



Catherine Krautkramer
– Dietary Aide – Wausau



Anna Perdue –
Dietary Aide – Wausau



Dezirae Schulz –
Dietary Aide - Wausau

*We are so excited to
have you on our team!*





WORKPLACE GIVING CAMPAIGN

DUE TO OUR GENEROUS EMPLOYEE DONATIONS, NCHC WAS ABLE
TO RAISE **\$24,945.50** TO DONATE TO OUR LOCAL UNITED WAY IN 2021!

United
Way



GIVE & WIN *Sweepstakes* NORTH CENTRAL HEALTH CARE **WINNERS!**



LINDA BEVER
**8 HOURS OF
NCHC PLT**



MARSHA HICKMAN
**\$100 VISA
GIFT CARD**



ELZBIETA WIERZEJSKI
**8 HOURS OF
NCHC PLT**



AMANDA SCHMIDT
MOVIE BASKET
\$25 Fandango Gift Card
Popcorn Maker
Popcorn Kernels
Misc Movie Snacks



BO JOHNSON
COFFEE BASKET
\$25 Starbucks Gift Card
Bag of Pike Place Coffee
Super Cute Mug
Misc Snacks



EDD HILL
ROADTRIP BASKET
\$25 Kwik Trip Gift Card
2 Pack Universal Chargers
Road Trip Table Topics Game
Misc Roadtrip Snacks

CONTACT COMMUNICATIONS@NORCEN.ORG TO CLAIM YOUR PRIZES!

THANK YOU TO EVERYONE WHO DONATED!

In the **NEW Mount View Building***Now Open!***WAUSAU CAMPUS CAFÉ**

Grab-N-Go

**Monday – Friday**
9 am – 5:30 pm**Breakfast 9:00 am**

Assorted Pastries, Muffins, Bagels

Lunch 11 am – 1:30 pm

Hot Food Bar \$.45/ounce

9 am – 5:30 pmGrab 'n Go Sandwiches, Soups & Salads,
Juice, Water, Snacks

**The Bistro will
be opening later.**
Watch for
announcements and
details coming soon!

What's For Lunch?

DECEMBER 13 - 17, 2021

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
main course Roast Pork w/ Gravy Steamed Broccoli Cheesy Mashed Potatoes	Roast Beef Peas & Carrots Scalloped Potatoes	Cranberry Glazed Turkey Seasoned Carrots Bread Dressing	Oven Fried Chicken Green Beans Rice Pilaf	Chicken Alfredo w/Noodles Stewed Tomatoes Garlic Breadsticks
dessert Diced Pears	White Spice Cake	Cherry Torte Bar	Fruit Fluff Dessert	Applesauce Gelatin
soup of the day Vegetable Beef Soup	Cheddar Cheese Soup	Beef Bowtie Soup	Navy Bean Soup	Chicken Dumpling Soup