

PHOTO OF THE WEEK



# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH GARY OLSEN

I want to thank all those who attended the Fall Employee Updates. I really enjoy doing these as it gives me a great opportunity to see our wonderfully dedicated employees and to say **THANK YOU** in person for all you do for our organization.

During the Updates, Marnie Bredlau, Director of Human Resources, talked about an on-site hiring event we were holding on the Wausau Campus. That event took place last week and I have to say it was a **HUGE** success! Around 60 people stopped in to inquire about positions here at NCHC. We were able to offer positions to 7 individuals and schedule interviews for 6 others. Marnie also mentioned that we had not done an event like this for a very long time and if we were able to hire 2 individuals it would be a success. Well, with that in mind, the numbers show that we blew away our expectations for this event and it was a huge success. This event gave us the opportunity to showcase our Core Values: **Dignity, Integrity, Accountability, Continuous Improvement, and Partnership.**

Partnership was really on display as our programs all worked together to be able to offer so many different individuals either positions or interviews. I especially want to thank our Human Resources and Marketing Teams, specifically Monica Abraham, Talent Acquisition Specialist, and Jessica Meadows, Communications & Marketing Manager, and all of the hiring managers who made this event possible. The event was so successful, I am hoping we try it again this Spring. Thank you to everyone who helped spread the word about the event!

*Gary D. Olsen*  
**Gary Olsen**  
 Executive Director



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**If your team plays over the weekend, then it's Football Friday!**

**All staff are invited to wear their favorite team's fan gear & Jeans on Fridays during the Football Season.**

*Now through February 7!*

### Occurrence Reporting Hotline

**x4488 or 715.848.4488**



Only significant or sentinel events requiring immediate notification to this hotline.



## INTERNATIONAL INFECTION PREVENTION WEEK

**OCTOBER 13-19, 2024**  
**International  
Infection Prevention Week**

International Infection Prevention Week is an annual observance that celebrates and recognizes all health care and public health professionals who play a critical role in keeping patients, residents, and the public healthy and safe.

IIPW 2024's theme is "Moving the Needle on Infection Prevention." It is more important than ever to work together in the effort to protect against infections and emerging multi drug-resistant organisms. Infection prevention and control best practices can help us move the needle.

North Central Health Care wants to thank our infection prevention professionals for the hard work they do every day to prevent the spread of infections:



**Heather Schultz at Mount View Care Center**

**Shelley Mueller at NCHC Wausau Campus**



**Kim Rauen Heidmann at Pine Crest**



## CART TEAM VISITS WITTENBERG- BIRNAMWOOD SCHOOL

**Thanks Chuck and Jacque**

What a fun day last week visiting students at Wittenberg-Birnamwood School District with our CART (Crisis Assessment Response Team). Our CART team is available to assist out in the community in times of crisis, coordinating with law enforcement team to help people of all ages in mental health crisis. You can learn more online at [www.norcen.org/CART](http://www.norcen.org/CART).

If you or someone you know may have a mental health challenge or are experiencing a crisis, it is important to know you are not alone. There is hope. We are here to help.

Call the NCHC Crisis Center Hotline at 715.845.4326 or 800.799.0122 or visit at 1150 Lake View Drive in Wausau. We are available 24/7 to help.



## OCTOBER 6 – 12, 2024 Healthcare Foodservice Workers Week

Healthcare Foodservice Workers Week recognizes the hard work of the people who keep patients and staff fed throughout our busy days, 365 days a year. Our Food Services Team plays a vital role in providing nutrition, comfort, and satisfaction for hundred of employees, residents and patients.

**Thank you for all you do Food Service Team!**







## PHOTO OF THE WEEK



## MORE RECRUITMENT EVENTS FOR NCHC!

### University of Wisconsin - Oshkosh Career Fair

This past week, Kristin Woller, MVCC Administrator, Connie Gliniecki Director of Nursing, and Jessica Meadows, Communications & Marketing Manager, attended a Career Fair event at UW-Oshkosh. The career fair focused on nursing majors and those looking for work in the healthcare field. The team was able to connect with students and share job opportunities with them. Connie connected well and had a lot in common with the eager job seekers as she is a UW-Oshkosh Alumni! NCHC also hosted our own On-site Hiring Event at the Wausau Campus. Check out page 1 for Gary Olsen's summary of the successful event! Now is a great time to refer a friend or colleague and get a \$1,000 or \$500 referral bonus, based on FTE hired!

**We want MORE Awesome People like YOU on Our NCHC Team!**

**Be sure to SHARE our Career Posts on Social!**



*Get Social!*  
JOIN US ONLINE



Facebook

**North Central Health Care**  
<https://www.facebook.com/NorthCentralHealthCare>



**Mount View Care Center**  
<https://www.facebook.com/MountViewCareCenter/>



**Pine Crest**  
<https://www.facebook.com/pinecrestmerrill/>



**NCHC Aquatic Therapy Center**  
<https://www.facebook.com/NCHCWarmWaterWorks>



**NCHC Employee Communication Group**  
<https://www.facebook.com/groups/NCHCTeam/>



**NCHC Employee Childcare Connection Group**  
<https://www.facebook.com/groups/NCHCEmpChildcare>



X (Twitter)

**North Central Health Care**  
<https://x.com/NCHC/NCHCWI>



**North Central Health Care**  
<https://bit.ly/LinkedInNCHC>



**North Central Health Care**  
<https://indeedhi.re/3YAZteCare>



**North Central Health Care**  
<https://bit.ly/GlassdoorNCHC>





## ZOELLNER PRESENTS AT STATEWIDE CONFERENCE IN WISCONSIN DELLS

### Partnership & Collaboration

On October 8th, Community Treatment Youth Service Facilitator from Lincoln County, Sam Zoellner, led a breakout session at the annual Children Come First Conference in the Wisconsin Dells. Sam, and a community partner from the Lincoln County Department of Social Services, Sofia Widowski, delivered a presentation titled "Overcoming Barriers for Youth by Breaking Silos of Care Through Collaboration" to a standing-room-only crowd of human service professionals from across the state. Sam shared information about the creative and collaborative efforts to support youth in Lincoln County. They provided an overview of recent initiatives aimed at reducing truancy and youth aggression developed through the cooperative efforts of NCHC, school districts, the Department of Social Services, and other community partners.

Great job Sam for highlighting the excellent work being done in Lincoln County and the NCHC Core Value of Partnership on this statewide stage!



**Nursing Home  
Halloween Candy Donations**

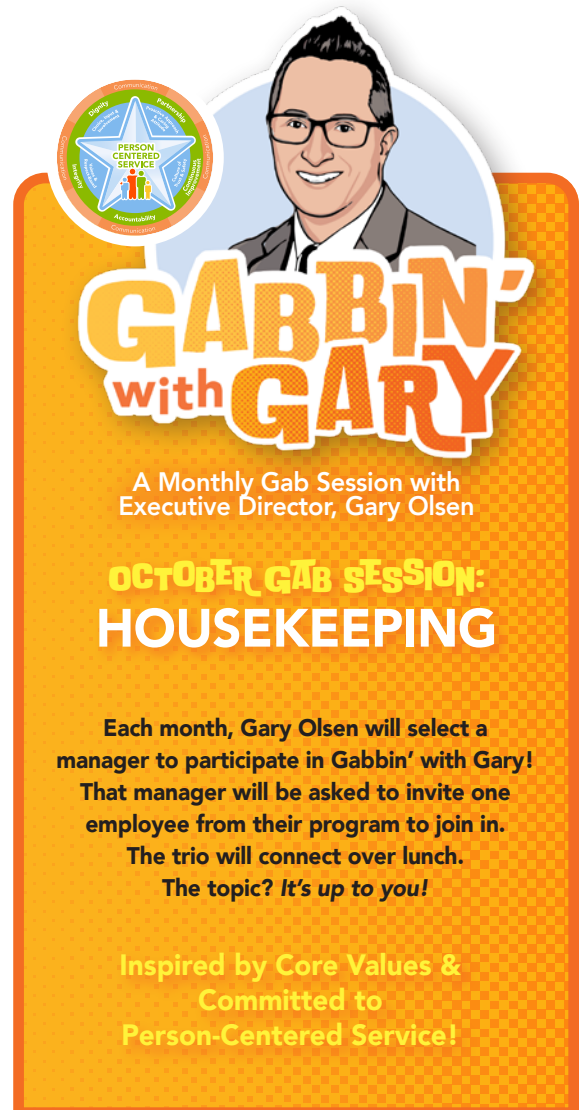
Halloween is quickly approaching, and the Nursing Home Life Enrichment Departments are in need of small wrapped candies for our annual safe trick-or-treating.

**Mount View Care Center Trick-or-Treating**  
**Thursday, October 31 from 3:00-5:00 pm**  
Candy donations can be dropped off at the Guest Services Desk, Volunteer Office, or with a Mount View Care Center Life Enrichment Team Member.

**Pine Crest Trick-or-Treating**  
**Thursday, October 31 from 3:30-5:00 pm**  
Candy donations can be dropped off at the front desk or in the Life Enrichment Office.

Thank you for your generosity and kindness!

Trick or Treat




**GABBIN' with GARY**

A Monthly Gab Session with Executive Director, Gary Olsen

**OCTOBER GAB SESSION:  
HOUSEKEEPING**

Each month, Gary Olsen will select a manager to participate in Gabbin' with Gary! That manager will be asked to invite one employee from their program to join in. The trio will connect over lunch. The topic? *It's up to you!*

Inspired by Core Values & Committed to Person-Centered Service!







# North Central Health Care 2024 EMPLOYEE VACCINATION PROGRAM

**ALL Employees  
Must Complete by  
November 15**



**1**

## Get your Flu and/or Covid vaccinations.

Provided FREE at Employee Vaccination Clinics or from a NCHC Nurse Vaccinator in your department. You can also get your vaccines at your own expense from provider in community. Remember to get proof of vaccination from provider.

**2**

## Complete the required forms.

- Influenza Vaccination OR Declination Form;
- Covid Vaccination OR Declination Form;
- AND
- TB Risk Assessment Form

**3**

## Return your forms to NCHC Employee Health.

Please place completed forms in an interoffice mail envelope to Renee in Employee Health. All forms are due to Employee Health by November 15, 2024. Employees not in compliance will be removed from the schedule.

## EMPLOYEE OPEN VACCINATION CLINICS

**No appointment required!**

### NCHC Wausau Campus Open to all Staff

**Location:** Blue Jay Room  
(Suite B – located next to the MVCC Administration office just past the Bistro.)

9/30... 1:30 – 2:30 pm  
10/2... 7:00 – 9:00 am, 10:30 am – Noon  
10/8... 7:30 – 9:30 am  
10/9... 2:30 – 4:00 pm  
10/16... 9:30 – 11:00 am

*Note: MVCC staff will have vaccines offered at their upcoming Town Hall Meetings in October, but can attend one of the above dates as well.*

### Pine Crest Open to all Merrill Center and Pine Crest Staff

**Location:** Front Conference room  
10/17... 6:00 am – 2:30 pm  
10/22... 6:00 am – 10:00 am  
10/24... 1:00 – 4:00 pm

### Antigo Center

Contact Kristin King for Nurse Vaccinator appointments.

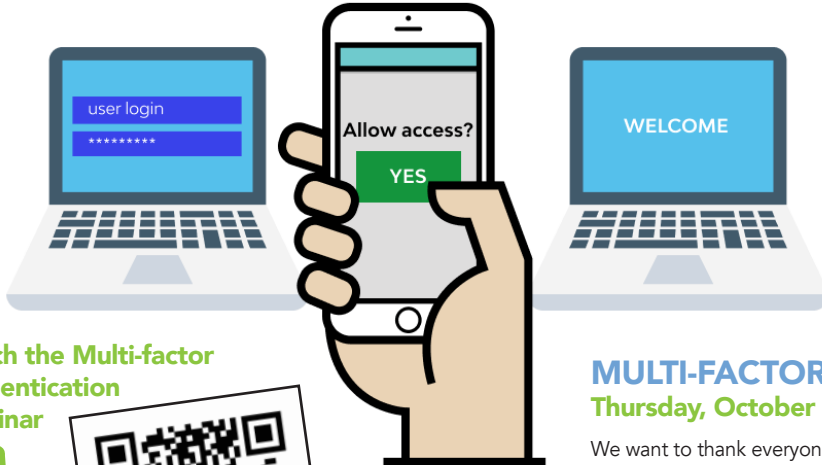


**Visit [www.norcen.org/ForEmployees](http://www.norcen.org/ForEmployees)**

**for more details, FAQ's, and copies of forms!**

**No Sign-up required for Employee Open Vaccination Clinics.**

**Questions?** Contact your Manager or Employee Health at 715.848.4396



Watch the Multi-factor Authentication Webinar



## MULTI-FACTOR AUTHENTICATION WEBINAR

Thursday, October 17th at 10:30 am

We want to thank everyone who showed up for our Week 1 presentation on passwords! This week we are bringing another presentation, but this time about an even more exciting topic – Multi-factor Authentication! Join the Information Security Team this Thursday at 10:30 am for a webinar about Multi-factor Authentication (MFA). We will talk about the why, what, and when behind MFA and share some exciting stories and upcoming changes around it! We look forward to seeing you all there!

Webinar Teams Link: <https://bit.ly/48980pW>



CYBERSECURITY  
AWARENESS MONTH



Marathon County  
Employees Credit Union

Join Us in Celebrating International Credit Union Day!

When: Thursday, October 17<sup>th</sup>  
Where: Credit Union Lobby

Stop in for a special treat to help us celebrate!



Experience the Credit Union Difference and Join  
MCECU Today!

Proudly serving NCHC Employees and their Families

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

[www.mcecu.org](http://www.mcecu.org)  
715 261-7680  
[cuteller@co.marathon.wi.us](mailto:cuteller@co.marathon.wi.us)  
400 East Thomas Street  
Wausau, WI 54403



NCHC EMPLOYEES  
ARE YOU  
REGISTERED TO VOTE?

FIND OUT!  
GO TO [MYVOTE.WI.GOV](http://MYVOTE.WI.GOV)  
AND CLICK "REGISTER TO VOTE"  
OR SCAN BELOW.



Questions?  
Call the County Clerk's Office  
Marathon County: 715-261-1500  
Lincoln County: 715-539-1019  
Langlade County: 715-627-6200



Ascension

## FrontLine

Frontline | October 2024

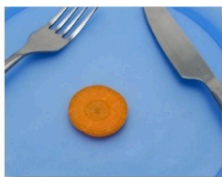
Employee Assistance Program | [ascensionwieap.org](http://ascensionwieap.org) | [eap@ascension.org](mailto:eap@ascension.org) | 800.540.3758

## Don't Undermine Your Assertiveness

**M**any who want to be more assertive often undermine their attempts at assertiveness. As a result, they later feel confused about why their needs or concerns weren't taken seriously. When assertiveness is mixed with uncertainty and fear of the consequences of being too direct, you lose the effectiveness of your message and hinder your goal in communication. Do you recognize any of these assertiveness "missteps"? 1) Hesitancy and unsureness: "If it's okay, and if you have time—it doesn't have to be today, but can we discuss my performance review?" Better: "I would like to discuss my performance review. What is a good time for you to meet?" 2) Framing a question instead of a statement: "May I offer another idea for everyone to consider?" Better: "I believe we should consider an alternative approach for this project." 3) People pleasing or conflict avoidance: "I have a few observations to share about your report's conclusions." Better: "I noticed inaccuracies in your report; let's review them together to ensure accuracy." A person may perceive the initial statements above as assertive. However, in each case, the level of assertiveness is diminished. This can trigger ineffective communication, confusion, delays in problem resolution, and a greater risk of weakening, not enhancing, your workplace relationships. Having trouble communicating with someone at work? Your employee assistance program can help. They are go-to communication pros.

## There's a Path to Recovery from an Eating Disorder

**N**early three million people in the U.S. suffer with anorexia nervosa, a mental illness (not a lifestyle choice) characterized by an intense, irrational fear of gaining weight or becoming fat. Only a fourth of those affected seek treatment. The majority suffer in silence and fear. If you suffer from anorexia, you know the profound pain and frustration of feeling trapped in the need to isolate yourself and the fear of judgment from others. You're forced to both struggle with intense hunger while battling horrible anxiety about food and weight. Here's the news: Any health issue that includes a tremendous struggle over fear of getting help, along with a battle over its associated behaviors, has a recognized path to wellness that has been discovered by others, and it can lead you to the relief you seek as well. Seek confidential help from your employee assistance program and/or a medical doctor experienced with this health issue. Source: National Association of Anorexia Nervosa and Associated Disorders



## Conquer Digital Time Theft

**D**igital time theft is passage of time that produces no or little workplace productivity resulting from diverted attention while engaged in online, nonwork-related activity prompted by distraction. If you have experienced digital time theft, you know the frustration of suddenly realizing you've been distracted by some online activity again. It can feel as though you have little control over how easily you are sidetracked, but gaining control might be easier than you think. Experiment with what works for you. Do a search for highly specific apps/tools that dramatically increase self-control over precisely this problem. They allow you to avoid online distractions, so you do not mindlessly browse the Web but instead stay on task. Some tools even add a delay in opening a web page long enough for you to catch yourself being distracted, so you can return to your current work! Google: "apps to help you focus".



## Mammogram Myths: Busting Common Misconceptions

**M**yth and misconceptions about mammograms still persist, contributing to tragic outcomes due to resistance to early breast cancer detection. Despite efforts, the following myths remain highly prevalent: "Radiation from mammograms is harmful." Fact: Radiation exposure during a mammogram is minimal and considered safe. "Mammograms can cause cancer to spread." Fact: No evidence exists that the compression of the breast during a mammogram causes cancer to spread. "A mammogram is needed only if a lump is felt." Fact: Many cancers found through mammograms are never felt. "Mammograms are only needed for older women." Fact: One in six breast cancers occurs in women in their forties. "Having no family history of breast cancer makes it safe to skip screenings." Fact: 85% of women diagnosed with breast cancer have no family history of the disease.

Source: American College of Radiology at [www.acr.org](http://www.acr.org) (search: mammography)

Information in FrontLine is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional. Add "http://" to source links to follow. Link titles are always case sensitive.





# WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA  
OPEN TO ALL NCHC & WAUSAU CAMPUS EMPLOYEES

## MONDAY – FRIDAY

**Grab-N-Go 8 am – 6:30 pm**

**The Employee Cafeteria is Closed.**

**Lunch 10 am – 2 pm**

**Soup, Salad Bar & Hot Food Bar**

Soup Served until 6:30 pm or until sold out.

WEEKDAY SALAD BAR &  
HOT FOOD BAR \$.45/OUNCE

## Daily Hot Sandwich Menu

FEATURING DAILY SPECIALS LIKE GRILLED BEEF & CHEDDAR, CHEESEBURGERS, BBQ SANDWICHES, TUNA MELTS, PIZZA & MORE!!  
Make your own cold or hot sandwich with fixins' OR self-serve at the salad bar.

## OCTOBER 14 – 18, 2024

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Twice Baked Chicken Breast Mashed Potatoes Country Style Green Beans	Lasagna Garlic Toast	Country Fried Steak Mashed Potatoes Zucchini & Tomatoes	Roast Turkey Stuffing Corn	Baked Cod Herbed Rice Creamy Coleslaw Rye Bread
SOUP	Hobo Soup	Beef Barley Soup	Garden Vegetable Soup	French Onion Beef Noodle Soup	Chicken Noodle Soup
SANDWICH	Stan's Tacho Bar	Beef or Chicken Taco Bar	Meatball Sub	Pizza	Fish Tacos
DESSERT	Brownie Bottom Cheesecake	Monster Cookie	Snickerdoodle Krispy Bar	Banana Strawberry Dessert	Cherry Pineapple Dessert

## OCTOBER 21 – 25, 2024

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Scalloped Potatoes & Ham Brussel Sprouts	Vegetable Beef Stew Biscuit Creamy Coleslaw	Broccoli Cheese Stuffed Chicken Mashed Potatoes Carrots	Baked Chicken Drumstick Loaded Mashed Potatoes Green Beans	Baked Spaghetti Breadstick Corn
SOUP	Cheesy Chicken Salsa Soup	Chicken Noodle Soup	Cheesy Broccoli Soup	Stuffed Green Pepper Soup	Vegetable Soup
SANDWICH	Reuben/Rachel Sandwich	Philly Cheesesteak	Chicken Quesadilla	Potato Bar	Hot Dog Bar
DESSERT	Brownie	Bread Pudding with Caramel Sauce	Pudding	Carrot Cake with Cream Cheese Frosting	Rice Krispie Treat







# THE BISTRO

**NOW OPEN 7 DAYS A WEEK! | WEEKDAYS 7:30AM - 3PM | WEEKENDS: 9:30AM - 5PM**

THE BISTRO WILL BE CLOSED ON WEEKENDS FROM 1-1:30PM TO ACCOMMODATE STAFF BREAKS

\*HOT FOOD IS AVAILABLE AT THE BISTRO DAILY UNTIL 2:30PM \*



## SPECIAL OF THE WEEK

### *Patty Melt*

BEEF PATTY | FRIED ONIONS  
CHEDDAR CHEESE | 1000 ISLAND

## LATTE OF THE WEEK



### *Milky Way Latte*

Espresso and steamed milk paired with  
chocolate & salted caramel.

**\$1 OFF LARGE LATTES  
EVERY MONDAY!**

*\*Please note: All sales subject to Sales Tax.*

### *Ice Cream*

ICE CREAM CONE .....1.50  
ICE CREAM SUNDAE .....2.25



### - build your own - **BREAKFAST SANDWICH**

EGG + CHEESE .....3.00  
EGG, MEAT + CHEESE .....4.00

#### PICK YOUR BREAD

CROISSANT | BAGEL  
ENGLISH MUFFIN

#### PICK YOUR MEAT

HAM | SAUSAGE | BACON