



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

Caring for Others Starts with Caring for Ourselves

At North Central Health Care, one of our core values is Integrity — doing the right thing, even when no one is watching — a value that shines every day with the dedication of our incredible staff, especially when it comes to holidays and during these precious summer months. I want to express my sincere gratitude to each of you for continuing to show up with compassion and professionalism, for picking up overtime, filling

open shifts, and so much more. But most important is your care for others in need. Your commitment does not go unnoticed and is deeply appreciated.

Well, July is officially here, and the summer heat is in full swing. While it's a great time to enjoy the outdoors, travel, and spend time with family, it's also important to take care of your health and well-being. At NCHC, we're committed to supporting the health of our team — on and off the clock. As the temperatures rise, don't forget these helpful reminders so that you and your loved ones stay safe and well this season.

Be Heat Smart - Long, hot days can take a toll on your body. Heat exhaustion and heat stroke can happen quickly, especially during activity or with prolonged sun exposure. Watch for symptoms like dizziness, nausea, confusion, or rapid heartbeat — and don't hesitate to take breaks in the shade or indoors when needed.

Hydration Matters - Make water your go-to beverage. Even when you're not feeling thirsty, your body may need fluids — especially in high heat or if you're working outdoors.

Protect Your Skin - Use sunscreen with at least SPF 30 and reapply every two hours. Don't forget spots like ears, the back of the neck, and feet if you're in sandals. Protective clothing, hats, and sunglasses go a long way in preventing sun damage.

Check In On Your Mental Wellness - Summer fun doesn't always mean stress-free living. Changes in routines, disrupted sleep schedules, or feeling overwhelmed by obligations can impact your mood and energy. Remember, our Employee Assistance Program (EAP) is a confidential resource here to support your emotional and mental health. Reach out — it's always okay to ask for help.

Embrace Balance - Take time to enjoy the things that matter most — whether it's time with your kids, family cookouts, or just a quiet walk after dinner. A healthy work-life balance is one of the best ways to recharge and show up fully, both at work and at home.

In the spirit of our core values of Integrity — please remember that it means looking out for your own well-being and encouraging others to do the same. Whether it's drinking that extra glass of water, wearing a sun hat, or taking a break to cool off, these small actions make a big difference.

Let's keep our NCHC family safe and strong this summer — because caring for others starts with caring for ourselves.

Gary D. Olsen

Gary Olsen, Executive Director

www.norcen.org • Lives Enriched & Fulfilled.

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Janna Hoppe Crisis

Always advocating for Person Centered Care during warm handoffs

Shared By:
Melissa Jossart



Occurrence Reporting Hotline

x4488 or 715.848.4488

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





PHOTO OF THE WEEK

FIREWORKS LIT UP THE SKY AT OUR WAUSAU CAMPUS!

Fourth of July fireworks over the Wausau Municipal Airport—right in North Central Health Care's backyard! The display was visible from several areas around campus, giving staff and residents a chance to enjoy the celebration without leaving the grounds. It was a fun and festive way to mark the holiday and a great reminder of the vibrant community we're proud to be part of here in Wausau.

reminder

USPS RATES INCREASE THIS SUNDAY JULY 13TH!

Forever Stamps Increase from 73 cents to 78 Cents

The United States Postal Service (USPS) has announced proposed price adjustments, set to take effect on Sunday, July 13, 2025. The proposed adjustments, if approved by the Postal Rate Commission (PRC), would raise mailing services product prices approximately 7.4 percent. The new rates include a 5-cent increase in the price of a First-Class Mail Forever stamp from 73 cents to 78 cents.





Welcome to the *All-New*

Swag Shop!

Your Gear, Your Style...All NCHC!

NCHC Apparel, Gear, Recognition & More!

Get all things NCHC at [norcen.org/SwagShop](https://www.norcen.org/SwagShop)

The All-New NCHC Swag Shop is full of new items, a larger variety of clothing and accessories, including things like: bags, backpacks, totes, laptop bags, scarves, gloves, hats, baby gear, outerwear, scrubs, T's, and an awesome collection of new women's and men's apparel – all NCHC-branded!

And the best part – all items ship FREE to you at work! Or you can choose to ship to your home for a local shipping charge.

AND...one more BEST part – you can choose from 11 different department logos to place on your items or go with just the NCHC logo. Check out all the logo options!

Seriously....ONE FINAL BEST PART....we will be adding new items regularly. So check back each quarter for new NCHC Swag! Have a request, email communications@norcen.org and we can see what we can do to add it to the store!



Nite Market

New Evening Hours at
The Neighbors' Place



Launching **THURSDAY, JULY 17TH**
EVERY THURSDAY | 5:00 PM - 7:00 PM

SHOP TWICE PER MONTH

Now with more flexibility! We're adding
Thursday evening hours to better serve those
who work or have daytime conflicts.

HOW TO MAKE AN APPOINTMENT

- **Existing Guests:** Schedule online at www.neighborsplace.org or scan >>>
- **New Guests or Not Seeing Evening Slots?**
Call our appointment line: 715-845-6420



The Neighbors' Place
Community Partners Campus
360 Grand Avenue, Wausau, WI 54403

Because everyone deserves access to food—no matter their schedule.



Helping You Turn
Over a New
Retirement Leaf

The Benefits of Enrolling in the Wisconsin Deferred Compensation Program (WDC)

Saving through the WDC is a simple way to help supplement your WRS retirement and Social Security benefits. It can help you bridge the gap between your financial situation now and your goals for retirement. It's important to plan for your future—but you don't have to do it alone. Take advantage of all the help available to you.

Get an early start

The sooner you start saving and investing, the better. Waiting even a few years can make a big difference in the amount you might have in your account when you retire. Take a look at what contributing just \$50 per month starting at age 25 versus age 45 could mean for your monthly retirement income, thanks to the power of compound growth:

Starting Age	Potential Additional Monthly Retirement Income
25	\$713
35	\$360
45	\$166

FOR ILLUSTRATIVE PURPOSES ONLY. This is a hypothetical illustration intended to show possible retirement income. It is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. It assumes a 6% annual rate of return, reinvestment of earnings, and that the payee lives 20 years in retirement. Rates of return may vary. Distributions from a tax-deferred retirement plan may be taxable as ordinary income. The illustration does not reflect any associated charges, expenses, or fees. The hypothetical income shown would be reduced if these fees and/or taxes were deducted.

Save what you can

There is no minimum contribution amount to participate in the WDC. This means that even if you can't contribute much now, you can still get started saving for your future. Then, as you are able to save more, increase your contributions. You can contribute 100% of your salary or up to the annual limits set by the IRS, whichever is less. Check the News & Updates tile at **wdc457.org** for the current year's limits. If you are over age 50 or are within three years of retirement, you may be able to take advantage of catch-up contribution limits, which are higher than the normal limits. And, unlike many retirement plan types, there is no 10% early withdrawal federal tax penalty for distributions taken from your WDC account before age 59½ (except for distributions attributable to funds you may roll into the WDC Program from another type of retirement plan or IRA).

Potentially lower fees

With the WDC, you can take advantage of competitive administrative fees (ranging from \$0 to \$3.90 per month depending on your account balance) and low investment fees, thanks to the large number of state and local employees participating in the WDC.

continues on 5 ►



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Choose before-tax or after-tax Roth contributions

You have the freedom to choose before-tax traditional or after-tax Roth contributions. This means you can decide whether to pay taxes when you take a distribution or pay them now to essentially lock in your current tax rate.

	Before-tax (Traditional)	After-tax (Roth)
Is my contribution taxable in the year I make it?	No	Yes
Is my contribution taxed when distributed?	Yes ¹	No
Are potential earnings on my contributions taxed when distributed?	Yes ¹	No, provided the distribution occurs after age 59½, death, or disability, and no earlier than five years after your first Roth contribution

¹ Withdrawals are subject to ordinary income tax.

Build your own investment portfolio, or get help from professionals

With the WDC, you can choose from a wide variety of investment options, no matter your level of comfort or interest making investment decisions.

1. Build your own portfolio—Create your own investment portfolio from the core options available in the WDC, ranging from conservative to more aggressive, including access to a self-directed brokerage account.
2. Choose a pre-mixed portfolio—Select one of the pre-mixed target date funds based on your target retirement date (the date you will turn 65) and your risk tolerance. The allocation of these funds is designed to become more conservative as you get closer to your target date, although the principal value of the funds is not guaranteed at any time (including the target date).
3. Get professional assistance with Empower Advisory Services, provided by Empower Advisory Group, LLC, a registered investment adviser. These services include Online Advice and My Total Retirement™. *There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.*

Local Retirement Plan Advisors available to meet with you

Seven local, salaried representatives are dedicated to helping WDC participants work toward their retirement goals. You can attend group presentations or one-on-one meetings, including a Retirement Readiness Review, all at no additional cost to you.¹ You can schedule a meeting online at **wdc457.org**—just click on *Schedule a Meeting*, then follow the prompts for either a group or one-on-one session.

Enroll today!

Go to **wdc457.org**

- Click on the *REGISTER* button
- Click on *I have a plan enrollment code*
- Enter Group ID: **98971-01**
- Enter Plan Enrollment Code:
G6sOSulh
- Select Division/Employer Name:

- Code Expiration Date: **October 1, 2025**

The website will guide you through the enrollment process. Continue the process until you receive your confirmation number (keep this for your records), and you are on your way to a more comfortable retirement!

More information about the WDC, including Program Highlights, is available online at **wdc457.org or by calling (877) 457-WDCP (9327).**

¹ The Retirement Readiness Review is provided by an Empower representative registered with Empower Advisory Group, LLC and may provide investment counseling and/or recommendations at no additional cost to you. There is no guarantee provided by any party that use of the review will result in a profit.

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Ascension

FrontLine

Frontline | July 2025

Employee Assistance Program | ascensionwieap.org | eap@ascension.org | 800.540.3758

A Staycation Might Be Just What You Need

Can you really take a vacation in your own town that promises to be full of fun and memories? Often called a staycation, the budget-friendly idea may sound unappealing at first. But if you can manage the cost of a nearby vacation rental and make time to plan daily excursions—such as trying new restaurants, enjoying local festivals, exploring museums, or hiking trails you've long ignored—it may surprise you how refreshing and memorable a staycation can be. Being intentional is key to making a staycation work. Be sure to plan just like you would for an out-of-town vacation and establish boundaries that keep you from wandering home and breaking the rhythm. Once you slip back into checking emails, doing chores, or handling work tasks, you lose the “away on vacation” mindset that makes rest and renewal possible. Treat your staycation as sacred time—no different than if you had traveled miles away—and protect it with the same commitment.

Learn More: <https://www.thegoodtrade.com/features/staycation-planning-tips/>



Stress Tips from the Field: Establish a Consistent Daily Routine

Many tips help remote workers stay productive, but one stands out as the most powerful: establishing a consistent routine. This single habit eventually engages your subconscious mind, signaling your brain that it is now time to be productive, automatically turns on your ability to focus, builds automatic behaviors, and creates the foundation that makes other productivity strategies effective. Whether it's setting boundaries, turning off distractions, creating a dedicated space, or selecting productivity tools, all are undermined without a consistent daily routine.

[https://www.flexjobs.com/blog/search/structure day](https://www.flexjobs.com/blog/search/structure-day)



Stop Deadline-Driven Stress and Dread

Call it deadline-driven stress, the procrastination-stress cycle, or last-minute syndrome. Looming deadlines can derail your plans, steal your time, distract you from what you enjoy most, and build a sense of dread and anxiety as pressure mounts. So take steps to prevent this stress. When you are assigned a task, immediately take a first step: Divide the task into sections and give each a deadline between now and the final date. This immediately reduces significant stress of the project because it moves your frame of mind from feeling overwhelmed to having a structured view of the work, which gives you clarity and a feeling of more control. By breaking the task into smaller, anticipated, yet manageable parts, you avoid deadline anxiety and crisis-driven productivity.



Talk to Your Doctor about Vitamins and Supplements

Do you find yourself buying vitamins, minerals, and supplements until you've accumulated a basket filled with bottles? While supplements can sometimes be helpful, taking too many can be risky. Too much of the wrong thing can be toxic, cause organ strain, or interfere with the absorption of other nutrients, causing disruption of your metabolism. Vitamins and supplements are a billion-dollar industry, and marketing can lead you to over-purchase these products based on emotion and numerous calls to action instead of medical need or real evidence. Stay safe and consult a healthcare professional before starting new supplements, and share what you are taking at each visit so they can better advise you on what supplements you do or don't need.





July No-Cost Professional Development Webinar

The Seven C's of Professional Communication

 **Tuesday, July 15th at 12:00-12:40 PM CST**

In any professional situation, we want our communication to be precise without being picky, formal without being stuffy, and complete without being overwhelming. What's the best way to get our point across as effectively as we can? The Seven C's of Communication presents guidelines for speaking and writing clearly and efficiently in any professional setting and in general. These simple ideas can make your communication clear, memorable, and well-received in any professional or personal setting.



PRESENTED BY

Steve Honeywell

Assistant Professor, General Education Studies at Rasmussen University



Register for the webinar today:

rasmussen.co/SevenCs



JULY 7 – JULY 11, 2025

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Brat on Bun Potato Salad Cuke Salad	BBQ Beef Diced Potatoes Green Beans	Cowboy Stew Dinner Roll Country Veggies	Salisbury Steak Mashed Potatoes Rutabagas	Baked Cod Baked Potatoes Mixed Veggies
SOUP	Turkey Dumpling	Taco Soup	Cheesy Baked Potato Soup	French Onion Soup	Garden Veggie Soup
ALT. OPTION	Chef's Choice	Chicken Strips	Pizza	Nachos Supreme	Grilled Ham & Cheese
DESSERT	Cookies	Brownies	Glazed Lemon Cake	Fruit Pizza	Strawberry Poke Cake

JULY 14 – JULY 18, 2025

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Meatloaf Baked Potato Broccoli	Chicken Parm Rice Pilaf Beets	Pork Chop Potatoes Veggies	Chili Cheddar Biscuit	Lasagna Breadsticks Broccoli
SOUP	Chicken & Rice Soup	Cheesy Cauliflower Soup	Taco Soup	Beefy Noodle Soup	Cream of Broccoli
ALT. OPTION	Chef's Choice	French Dip	Breaded Fish	Burger Bar	Tacho Bar
DESSERT	Brownie	Cookies	Strawberry Yogurt Pie	Oreo Pie	Cherry Delight

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

Lunch 10 am – 2 pm
Soup, Salad Bar
& Hot Food Bar

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

WEEKENDS

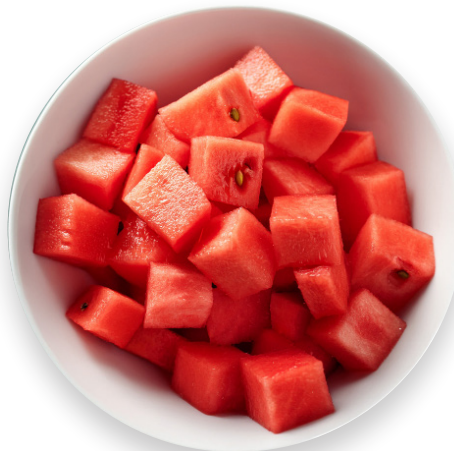
**The Employee Cafeteria
is Closed.**

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

Daily Alt. Menu

**FEATURING DAILY SPECIALS
LIKE GRILLED BEEF & CHEDDAR,
CHEESEBURGERS, BBQ, NACHO
BAR, PIZZA & MORE!!**

*Make your own cold or hot sandwich
with fixins' OR self-serve
at the salad bar.*





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

Margherita Panini

FRESH TOMATO SLICES | OLIVE OIL DRIZZLE
BASIL | FRESH MOZZARELLA | BALSAMIC VINEGAR

DESSERT OF THE WEEK

Root Beer/Orange Floats



BACK FOR THE SEASON!

Ice Cream

ICE CREAM CONE1.50

ICE CREAM SUNDAE2.25



SHARE SOME LOVE WITH BISTRO BUCKS!

