



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE

WEEKLY CONNECTION WITH GARY OLSEN



Celebrating Dr. Jean Vogel

A Leader in Care, Collaboration, and Education

I am pleased to announce that Dr. Jean Vogel, MD, has accepted the role of Medical Director for Outpatient and Community Treatment programs and has also stepped into the role of Residency Program Director for the Medical College of Wisconsin's Psychiatry Residency Program.

Since starting at NCHC in 2021, Dr. Vogel has been an integral part of our outpatient department both from a clinical and educational perspective. Since that time, Dr. Vogel has essentially worn two hats,

seeing her own patients in clinic as well as providing guidance, mentorship, and training to our Medical College of Wisconsin (MCW) Psychiatry Residents. Dr. Vogel works closely with the residents; staffing cases, teaching weekly didactics, and ensuring their overall academic experience is comprehensive and valuable. Additionally, Dr. Vogel has worked closely with our department's APNPs to ensure they have the support they might need when facing complex cases. Dr. Vogel's reach has gone beyond the prescribing team by also facilitating a monthly interdisciplinary clinical meeting with our therapists and psychiatry residents. Dr. Vogel has consistently demonstrated a collaborative spirit and a forward-thinking mindset that has helped shape the culture of continuous improvement and high-quality care within the Outpatient department.

We are so fortunate to have her on our team and look forward to her work in her new role as Outpatient Medical Director.

We look forward to the positive impact Dr. Vogel will provide and to the contributions she will make in supporting our mission and strengthening our clinical programs.

Please join me in thanking and congratulating Dr. Vogel in these two important roles!

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



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EMPLOYEE SHOUT OUT

THE BISTRO

ALL BISTRO STAFF!

Everyone is always SO friendly and it is a great start to anyone's day when they stop for a morning coffee.

Shared By: Kendra Eisner

Occurrence Reporting Hotline

x4488 or 715.848.4488

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





Meet Our New Manager!

Sam Zoellner

Community Treatment Youth Manager

Sam began transitioning into this position on July 7, 2025, bringing with her a strong foundation of experience and leadership in youth and community-based care. She has been with NCHC since 2018, starting as a Mental Health Technician before stepping into the Case Manager role in Lincoln County in 2019. Over the years, Sam has earned a reputation for her collaborative spirit, client-centered approach, and deep understanding of the needs of the youth and families we serve.

Originally from Merrill, where she still resides, Sam and her husband Collin are raising their lively son Rhett and two dogs—a black lab and a golden retriever. When she's not managing land, fishing, or riding UTVs, you'll find her baking sourdough (her starter is affectionately named Dough-lene) or reading on the patio. The family also runs a maple syrup business from their cabin during the winter and spring seasons.

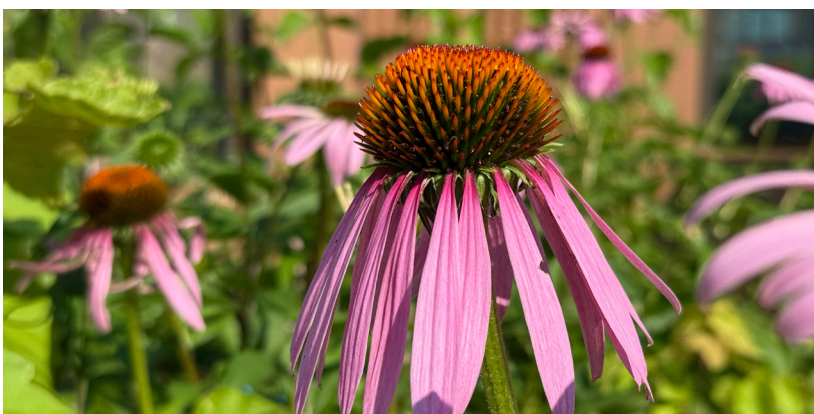
We're excited to welcome Sam into this leadership role and are confident her skills and passion will continue to make a meaningful difference at NCHC!



PHOTO OF THE WEEK

WAUSAU CAMPUS IN BLOOM

Summer is showing off on campus this week, with flowers in full bloom across the grounds. These bright, seasonal pops of color are a welcome reminder to take a moment to step outside, enjoy the view, and appreciate the environment we work in every day. Whether you're arriving for the day or taking a quick walk between buildings, it's a small detail that helps make our campus feel welcoming and alive.



QUOTE OF THE WEEK

"We will ALL make mistakes. The only people not making mistakes are those not doing anything, and that is the biggest mistake of all."

- Irene Napier



MOUNT VIEW CARE CENTER

Life Enrichment Fundraiser

DELICIOUS BANANA SPLITS

ONLY
\$4.00



**Tuesday, July 15, 2025 from 2:00 pm
to 3:30 pm in the courtyard.**



SMART SUN SAFETY STARTS HERE WITH TRIA HEALTH®



North Central Health Care
Person centered. Outcome focused.

Summer is a great time to enjoy the outdoors—but it's also important to be aware of the risks that come with sun exposure. UV rays can do more than cause sunburn; they can also impact chronic health conditions and interact with certain medications. At Tria Health, we're here to help you understand those risks and stay safe, informed, and healthy all summer long.

To protect yourself this summer, follow these simple but effective UV safety practices:

- ➔ **Apply broad-spectrum sunscreen** with SPF 30 or higher every two hours.
- ➔ **Wear protective clothing**, including wide-brimmed hats and UV-blocking sunglasses.
- ➔ **Seek shade** during peak sun hours (10 AM – 4 PM).
- ➔ **Stay hydrated and avoid strenuous activity** during extreme heat.
- ➔ **Check your medications** for sun sensitivity warnings.



**Make the most of summer by staying sun-smart —
because your health deserves protection in every season!**



SCHEDULE AN APPOINTMENT

Call 913.322.8456 or Visit www.triahealth.com/schedule

tria HEALTH®



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.

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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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LET'S GO TO THE FAIR!

Food, Fun, Friends...What More Can You Ask For?



Volunteers Wanted for the Wisconsin Valley Fair in Wausau!

Mount View Care Center will be taking residents to the Fair in August and Volunteer Services is looking for volunteers to assist residents at the outings.

Volunteers will provide our residents with an opportunity to enjoy a wonderful community event. It would be a one-on-one experience where volunteers will push residents in their wheelchairs around the fairgrounds taking in the sights, sounds, and smells. We would provide the transportation to and from the facility.

A \$5 meal stipend will be provided. You can bring additional funds for extras, if you wish.

If you know of anyone that is looking for volunteer hours or a teen or adult group that likes to participate in community service projects, please share this need with them.

This is an event our residents look forward to and we cannot do it without the assistance of volunteers.

- All volunteers must be 13 years of age or older and be able to push a wheelchair.
- You do not have to be a current volunteer. You will just have to sign a confidentiality agreement.
- Each volunteer will receive a ticket into the fair that can be used again later that day.

Mount View Care Center Fair Outing Volunteering

**Still in Need of 7 Volunteers for:
Wednesday, July 30th | 9:30am - 3:00pm**

Interested In Helping With This Fun Activity?

Please contact the Volunteer Office at 715.848.4450 or volunteer@nrcen.org. Thank you!



Organizational Change: Adapt Faster, Thrive More . . .

Organizational change is often difficult because it disrupts your routine, imposes uncertainty and fear about the future, and upsets your sense of control over your life on and off the job. Since you can't stop organizational change, adapting to it faster is one key to reducing stress and taking advantage of it. Tip: Avoid panicking, or fighting change as the first reaction to the news; fully grasp what the change means. If you don't remain calm and formulate a deliberate approach, you can worsen your feelings of fear and miss examining opportunities that may suddenly exist. Find a way to engage with the new reality. Employers often notice and may favor employees who respond to change with maturity and flexibility. Venting is normal, and coworkers are still your best bet for processing feelings, but the EAP is more likely to have the empathy and resource knowledge you're looking for. Avoid the "way things used to be" syndrome, which can dampen your ability to engage with change and discover how organizational change can work for you.



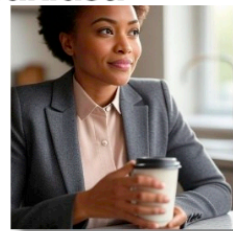
Helping Older Men Face Mental Health Challenges

Years of conditioning have taught many men to deny distress, avoid vulnerability, and see the act of asking for help as a weakness. This mindset can make intervention by loved ones especially difficult when symptoms of mental illness are downplayed, family concern is dismissed, or the idea of treatment is off the table. It's common for older men especially to dismiss symptoms of depression or anxiety as "just stress" or "part of getting older." What a family labels as "stubbornness" is really reluctance undergirded by denial and a fear of being seen as weak. Talk to your EAP if you have a male family member with mental health symptoms accompanied by lack of motivation to get help. The best intervention path is usually an empathetic approach, not badgering confrontation. Statements like "Dad, you seem more withdrawn lately" are more likely to be accepted despite initial dismissals. Emphasize that seeking support takes courage; it's not weakness. A trusted friend or doctor (someone influential or valued) can reinforce this message, often with great impact. None of this is a one-time conversation with sudden insight and success. It takes patience and consistency, but when older men feel respected and safe, accepting help is more likely.



Coffee without Breakfast: A Risky Morning Habit

Grabbing coffee on the run and skipping breakfast may seem like a fast and easy way to start your day, but this habit can set the stage for future health issues like hormonal imbalances, metabolic stress, and increased risk of conditions like type 2 diabetes. Your body naturally produces cortisol, a stress hormone to help you wake up. Drinking coffee without eating causes your cortisol levels to spike higher. Without food to stabilize blood sugar, a midmorning energy crash soon arrives and can include fatigue, poor concentration, and irritability. This habit grows riskier as you get older because dizziness, dehydration, or fainting may ensue. It's worse for those with high blood pressure or heart rhythm concerns. Protect your health by eating something to buffer caffeine's effects. If you experience an irregular heartbeat, lightheadedness, or fainting, consult a healthcare provider and share your use of caffeine and nutrition habits so they can offer advice on your specific needs.



Learn more: rightasrain.uwmedicine.org/body/food/too-much-caffeine

Be Aware of Benzodiazepine Withdrawal Syndrome

Well over 200,000 emergency room visits each year involve benzodiazepines, and a significant number of the visits are related to withdrawal complications. The most potentially dangerous benzodiazepines to withdraw from include Xanax, Valium, Klonopin, Ativan, and Restoril, despite nearly 90 million prescriptions being filled last year for conditions like anxiety and insomnia. Addiction medicine physicians warn not to withdraw from these medications without medical supervision because, depending on dosage and time used, withdrawal can be riskier than a heroin addict quitting "cold turkey." If you or a loved one are using a benzodiazepine, follow the instructions of the prescriber regarding dosage, use, and cessation to protect your health and well-being. Learn more: www.benzoinfo.com





**Marathon County
Employees Credit Union**

VISA Balance Transfer Special Going on Now!

Stop Paying High Interest Rates and Let Us Help You
Reduce Your Balance Faster with our Balance Transfer Special



NO BALANCE TRANSFER FEE!

Balance transfer completed 6/1/25-9/1/25 will receive 1.99% APR for 6 months. After the promotional time frame expires, remaining balances will migrate to the standard APR applicable on your account. Contact us for complete details 715-261-7680

APR=Annual Percentage Rate

Don't already have a MCECU Credit Card? Contact Us to Apply!
culoans@co.marathon.wi.us

**Conveniently Located at the Lake View Campus
Tuesdays and Thursdays 11-3**



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

JULY 21 – JULY 25, 2025

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Roast Beef Mashed Potato Green Beans	Chicken Alfredo Breadsticks Beets	Pork Loin Sweet Potatoes Buttered Peas	Ranch Meatloaf Garlic Pasta Zucchini/Tomatoes	Battered Fish Country Potatoes Coleslaw
SOUP	Veggie Chowder	Potato Soup	Minestrone Soup	Beefy Vegetable Soup	Split Pea Soup
ALT. OPTION	Chef's Choice	Egg Rolls	Chicken Bacon Flatbread	Nachos Supreme	Taco Bar
DESSERT	Cookies	Chocolate Peanut Butter Bar	Chocolate Eclair Torte	Monster Cookies	Blueberry 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

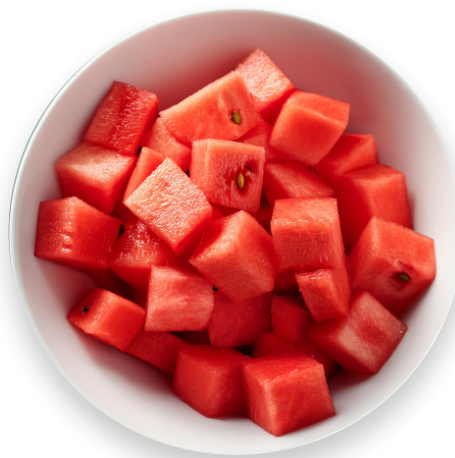
**The Employee Cafeteria
is Closed.**

**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

Hawaiian Chicken Panini

SESAME GLAZED CHICKEN | PINEAPPLE
ROASTED PEPPERS & ONIONS | PROVOLONE

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!

