

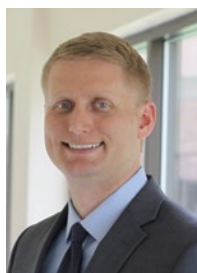


A Weekly Update
For The Employees of
North Central Health Care

"No Worry! I Got This!"
- Submitted by Trina Sorce



NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Leadership

Over the last two years, we have been working our management team through a leadership development program. Our second wave of leadership participants have completed their program and this week we celebrated their achievement. Nearly a year long endeavor for the participants, the program challenges their thinking and asks them to play at a higher level here at NCHC. Next year, we will hopefully get the remainder of our management team through our program. The program is foundational in creating an awareness of how leadership translates into real life, not only organizational life, but personal life. I hope our entire organization will continue to feel their elevated skill.

Over the last few years, we've made a strong effort to work on the distinction between leadership and management. They are not the same thing. Management is a role. Leadership is something anyone can give to the organization and you don't have to be in a management role to be a leader. There are many leaders in our organization. Some in formal roles, others in informal ways, but often just as powerful, if not more. We don't need to have all of our leaders in a management role, but we do need all of our management team to continuously be aware of and improve their leadership skills. They all provide leadership at some level.

There are many aspects of leadership wisdom that comes with lessons learned through experience. *First*, you never fully arrive as a leader. *Second*, there is no checklist for leadership. *Third*, too much success and failure is attributed to a leader. *Lastly*, leaders are results-oriented, but more predominantly serve as symbol of the people who choose to follow them and thereby achieve collective results together.

We need more leadership to help this organization get where it needs to go. We have bold shared visions for our compelling future. A leader is someone who listens and understands. Leaders don't make waves – they ride them. We have some great leaders here and we're interested in having more.

In the next month, we will be beginning our annual performance evaluations. It's a good time to talk with your manager about how you can help lead in our organization in 2019 and beyond. I'm looking forward to seeing more individuals step into the leadership arena. In our organization, our community and beyond.

Make it a great day,

Michael Loy

National Activities Professionals Week! 2

January 20 – 26

4th Quarter Employee Updates Video 3

Available on YouTube!

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Congrats Keith Benson

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Person-Centered

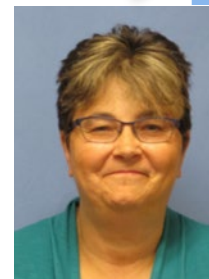
Shout

out

Deb Lutze,
Patient
Financial
Services

Why: Deb helped with some Humana Aquatic denials which ended up taking a significant amount of time. Thank you!

Submitted By:
Natasha Kelly



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, Jan. 21 –
Sunday, Jan. 27

Michael Loy





NATIONAL ACTIVITIES PROFESSIONALS WEEK

January 20 – 26, 2019

National Activities Professionals Week is a week dedicated to recognize the vital efforts that activity professionals contribute to the well-being of the people we serve. This year, the week's focus is "Oh the Places You'll Go," and will be celebrated during January 20st – 26th, 2019.

Many family members and visitors are unaware of the importance and benefits of an activities department in a long term care setting. Each activity professional spends their time evaluating and meeting the unique needs of their residents to ensure maximum benefit and participation are reached within their care center.

We recognize that activities in our organization are just as important as any other level of care for our patients and residents. Without this involvement and our family of compassionate caregivers, our care centers wouldn't be a place to call home.

Thank you for the spirit you bring to our organization and your person-centered approach to caring for our elders you provide is a sight to behold.

SPECIAL SCREENING & OVERDOSE PREVENTION TRAINING

"This gripping film will change the way you look at America's opioid crisis." – Jane O'Brien BBC News



January 29th OR March 6th from 11AM-1PM

Screening from 11AM-12:20PM, Overdose Prevention Training @ 12:30PM

North Central Health Care Theater

1000 Lake View Drive, Wausau WI 54403

All training participants will have the opportunity to receive two free doses (nasal) of the life-saving opiate overdose reversal medication, Narcan®

No Cost! Registration is requested, but not required!

<https://writtenoffodprevtraining.eventbrite.com>

Hosted by the AOD Partnership & AIDS Resource Center of Wisconsin

BAKE SALE

THURSDAY, JANUARY 24, 2019

LINK HALLWAY

10-1 PM OR UNTIL SOLD OUT

PROCEEDS BENEFIT THE WALK TO END ALZHEIMER'S AND LEGACIES PROGRAMING!



YUM! YUM!



Contact Rachel at ext. 4354 or rrehle@nrcen.org, if you'd like to make a donation.

Turn donations in by Wednesday, January 23rd.



WERE YOU UNABLE TO ATTEND 4TH QUARTER EMPLOYEE UPDATES OR WANT TO SEE THE PRESENTATION AGAIN?

The Video Recording is Now Available Online

We want all employees to be able to attend the Employee Updates Sessions to connect with leaders, ask questions, and meet with team members you may not regularly have the opportunity to. However, we do know that there are instances in which you are just not able to make it or wish to view the presentation over again.

You can now view the 2018 4th Quarter Updates from December in full format by visiting the NCHC YouTube Channel. Check out some of the other great videos there, too!

<https://youtu.be/TtCJAGclRIM>

The video is also available here: O'drive: Employee Updates folder contains the complete slide shows and videos for all Employee Update sessions.



PHOTO OF THE WEEK



"No Worry! I Got This!"
- Submitted by Trina Sorce

Pictured is Theresa Mills, Behavioral Health Tech in Behavioral Health.



North Central Health Care
Person centered. Outcome focused.

January 2018 Employee of the Month



KEITH BENSON

Nurse, Mount View Care Center



Congratulations to Keith Benson of Mount View Care Center for his recognition as the January 2019 Employee of the Month. Keith was nominated for his consistent display of our Core Values, as well as his commitment and dedication to NCHC and those we serve.

If you walk around Northern Reflections at Mount View Care Center, you might hear a nurse repeating his famous catch phrase, "Keep it to a dull roar." That nurse would be Keith Benson who has walked the halls of NCHC for the past 14 years. Keith started as a staff nurse, moved in to the MDS coordinator position, did some scheduling and now serves the residents of Reflections Long Term care as their a.m. nurse and unit clerk. "I enjoy working here, it's a great place and my coworkers are wonderful," Keith responded when asked why he stays here.

Keith proudly serves NCHC just like he proudly served in the Army for 24 years as an LPN. He is married with two sons and likes gardening, working on his model train and completing his wife's "honey do" list. A few years ago Keith fell off a ladder and was actually a resident at Mount View Care Center for 32 days. He vividly recalls his days here because he said that is when he realized "just how hard the staff really work and how much they care."

Congratulations Keith!

The Employee of the Month Celebration for Keith will be held on Thursday, January 24 at 10:00 am at Mount View Care Center's 2nd Floor Dining Room.

"We ran into a safety issue in Inpatient after hours and had no one to disassemble a bed for us. Luckily, our techs do maintenance too!" – Submitted by Trina Sorce

Submit A Great Photo From Your Week!

Submit your photo and description to:
Email: jmeadows@nrcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting. **Please remember!** To protect the privacy of our patients, clients and residents, photos are not to be taken of any of those we serve without written permission.



COMMUNITY TREATMENT YOUTH BABY SHOWER

Congratulations to Nicole Woitula!

The Community Treatment Youth team celebrated with a baby shower for Case Manager Nicole Woitula. NCHC wishes Nicole and her family all the best as they welcome their baby to the world.



2019 MILEAGE RATE

News from Business Operations

The IRS has announced that the 2019 mileage rate will be 58 cents per mile. Our policy is to follow the IRS rate, therefore, effective January 1, 2019, our mileage reimbursement rate will be 58 cents per mile. This is an increase from the 2018 rate of 54.5 cents per mile. The new rate will apply to mileage incurred as of January 1, 2019 and forward.



ETHICS & BOUNDARIES TRAINING

Core Values in Action

NCHC held the first two hour-long scenario-based Ethics and Boundaries trainings held earlier this week. These sessions, led by NCHC Clinical Coordinators feature scenarios and interactive discussion to complete required ethics and boundaries training. The scenarios will come from the online ethics and boundaries course as well as NCHC specific scenarios. Michelle Gleason and Matt Deets teamed up to present the first two sessions held on January 15 and 17. Additional sessions dates include:

Monday, January 21

10:00am – 11:00am Wausau Training Room (WTR) f/k/a LVPP – located through the tunnel

Wednesday, January 23

10:00am – 11:00am Wausau Training Room (WTR) f/k/a LVPP – located through the tunnel

Thursday, January 31

10:00am – 11:00am Merrill Center

Tuesday, February 5

2:00pm – 3:00pm Antigo Center

Monday, February 11

9:00am – 10:00am Wausau Training Room (WTR) f/k/a LVPP – located through the tunnel

Friday, February 15

10:00am – 11:00am Wausau Training Room (WTR) f/k/a LVPP – located through the tunnel

Thursday, February 21

1:00pm – 2:00pm Wausau Training Room (WTR) f/k/a LVPP – located through the tunnel

Tuesday, February 26

3:00pm – 4:00pm Wausau Training Room (WTR) f/k/a LVPP – located through the tunnel

You can register in HealthStream for the session that best fits your schedule.

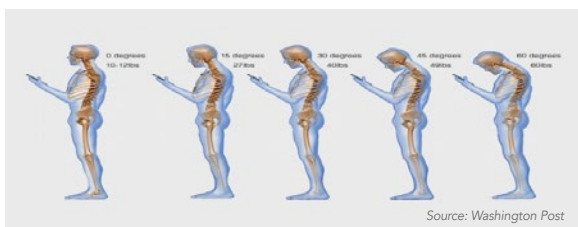


NEWS, UPDATES, LINKS, STORIES, PHOTOS, VIDEOS!

GET SOCIAL! #IamNCHC



tidbits on benefits



Sherry Gatewood

WELLNESS CORNER

By Sherry Gatewood, PA

Text Tech? Tech Neck?

Text neck or tech neck is a condition where holding your head down and forward for prolonged periods can cause pain and discomfort in the spine.

The human head weighs an average of 10-11 pound and is supported by 7 cervical spine vertebrae, beginning at the base of the skull and is attached to the upper back between the shoulders. Each time the head moves forward from the spine, such as the movement needed to read a text, the pressure on the spine increases.

With the advance of cell phones, hand-held video games, and digital tablets, we have seen an increase in muscle strains, herniated discs, pinched nerves and early arthritis in the cervical spine. These conditions can cause neck pain, headaches, and possibly numbness and tingling, which are symptoms of text neck.

There is a real danger posted from the prolonged use of handheld devices. This activity causes poor postures. It can actually reverse the curve of the cervical spine and cause degeneration of the spine in very young people.

According to the study conducted by Kenneth Hansraj and published in the December 2014 Surgical Technology International, each inch the head is tilted forward increases the weight stress to the cervical spine. For instance, a 15 degree forward head posture (about 2-3 inches) adds approximately 27 pounds of stress to your neck, 45 degrees adds 49 pounds of stress to your neck, and 60 degrees adds 60 pounds of stress to your neck.

Most people who look at their phones have a forward head tilt of 60 degrees. Hours of this posture will lead to permanent orthopedic problems. To prevent text neck, remember to keep your head up when you look at your electronic devices. Practice good posture and take frequent breaks.

If you work in an office, make sure your screen is set up so that when you look at it you are looking forward, with your head positioned squarely in line with your shoulders and spine.

Frequently stretch your neck in all direction, looking up, down and side to side. Neck slides get those little muscles attached to the small bones of the neck. Jut your chin forward and backwards. For more information and a video on the exercises, see the following link. You can also stop in the Employee Health and Wellness Center for a print out.

<https://www.spine-health.com/blog/modern-spine-ailment-text-neck>

EMPLOYEE HEALTH & WELLNESS CENTER

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

Schedule an Appointment:
715.843.1256 or MyAspirus.org

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am - 6:30 pm

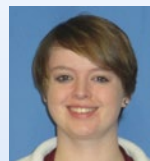
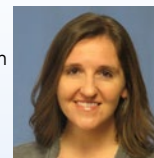


HRinsights

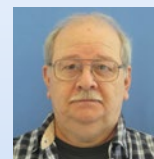
EMPLOYEES ON THE MOVE

Congratulations on Your Recent Transfer or Promotion!

Melissa McCarthy recently transitioned from Crisis Professional to Outpatient Operations Manager. Congratulations Melissa!



Molly Sanders recently transitioned from Hospitality Assistant in Gardenside Crossing to Life Enrichment Aide in Northern Reflections. Congratulations Molly!



Duke Pendelton recently transitioned from Residential Care Assistant to CNA in Gardenside Crossing. Congratulations Duke!

Position Posting

Title: Respiratory Therapist Manager

Status: Full Time

Location: Mount View Care Center

Apply Online: <https://bit.ly/2SQ43Pw>

Respiratory Therapist Manager involves the delivery and supervision of resident care on the ventilator unit in a skilled nursing home facility under the direction of the Director of Nursing. The employee performs the full scope of professional respiratory care functions within the parameters of professional licensure and standards of practice. The RT will be part of the interdisciplinary team which includes nursing, activities, dietary, pharmacy, medical services and social services. The RT will provide respiratory and cardiopulmonary monitoring, diagnostics and therapy services under medical direction to residents. Will provide education to residents and their families regarding respiratory disease and physiology. Will promote resident centered care that incorporates the resident's preferences into the plan of care. In addition, this individual will work closely with the Team Manager to organize and supervise care on the unit.



Hey, you!
NCHC employee...

Do YOU know someone who is as awesome as YOU?

Text "Refer" to 715.598.3663 and you are eligible for a referral bonus when they join our team!
When we get your text, HR will take it from there. What are you waiting for?!

Refer and earn a \$500 Referral BONUS!!

REMINDERS FROM HUMAN RESOURCES

PLT Payout and Pay Stub Review

The PLT Payout was paid on the pay check dated Friday, January 18. Please remember as you review this paystub, to make sure that their benefit deductions are accurate and your address is correct. Thank you!



ATTENTION EMPLOYEES: THERE HAS BEEN AN IMPORTANT CHANGE REGARDING THE 1095 FORM(S) AND YOUR TAX FILINGS

On November 29, 2018, the IRS released Notice 2018-94, which provides an automatic extension to all employers on furnishing these forms to you. The deadline for these forms to be furnished to you is now **MARCH 4, 2019**.

YOU WILL BE ABLE TO COMPLETE AND FILE YOUR TAXES WITHOUT YOUR 1095 FORM(S) OR PROOF OF MEDICAL INSURANCE COVERAGE! YOU WILL NOT NEED TO AMEND YOUR FILINGS UPON RECEIPT OF YOUR 1095 FORM(S)!

Just like last year, your 1040 Tax Form for 2018 will ask if you had medical insurance coverage for all 12 months. Although the 1095 form(s) are not needed to complete your taxes for 2018; employers and insurance providers are required to furnish these forms to their employees.

ADDITIONAL INFORMATION AND SAMPLES:

You will be receiving these forms because in 2014, the Affordable Care Act began requiring all Americans, with few exceptions, to have health insurance or pay a penalty of the greater of 2.5% of your household income or \$695.00 per person (\$347.50 per child under 18). The maximum penalty per family is \$2,085. The Affordable Care Act also requires that all employers who have more than 50 full time employees, offer coverage to their full-time employees.

In 2019, the IRS is requiring that each employer with over 50 full time employees report to the IRS the coverage they offered to their full time employees in 2018. Eligible employees will receive a form called a 1095-C. As a self-insured health insurance plan, your employer is required to disclose the offer of coverage in Parts I, II, and III of the 1095-C form. The form will look like this:

1095-C Employer-Provided Health Insurance Offer and Coverage

OMB No. 1545-0047

2018

Part I Employee

1 Name of employee (first name, middle initial, last name) 2 Social security number (SSN) 3 Name of employer 4 Employer identification number (EIN)

5 Street address (including apartment no.) 6 Street address (including room or suite no.) 7 Contact telephone number

8 City or town 9 State or province 10 Country and ZIP or foreign postal code 11 City or town 12 State or province 13 Country and ZIP or foreign postal code

Part II Employee Offer of Coverage

Plan Start Month (enter 2-digit number):

14 Offer of Coverage (enter month and year)	15 Employee Required Contribution (see instructions)	16 Section 10921 (date, name, and other info as applicable)
Jan 2018	\$	
Feb 2018	\$	
Mar 2018	\$	
Apr 2018	\$	
May 2018	\$	
Jun 2018	\$	
Jul 2018	\$	
Aug 2018	\$	
Sep 2018	\$	
Oct 2018	\$	
Nov 2018	\$	
Dec 2018	\$	

Part III Covered Individuals

If Employer provided self-insured coverage, check the box and enter the information for each individual enrolled in coverage, including the employee.

17 Name of covered individual(s) (first name, middle initial, last name)	18 EIN or other ID# (if EIN or other ID# is not available)	19 Covered (if 12 months)	20 Months of Coverage										
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec

For Privacy Act and Paperwork Reduction Act Notice, see separate instructions. Cat. No. 60705M Form 1095-C (2018)

If you accepted the health insurance offered by your employer, Part III of the 1095-C form will disclose the coverage you took and who was covered under your plan, month by month.

Q. Does this mean I can file my taxes without my 1095 form?

A. While information on these forms may assist in preparing a return, the forms are not required to file your taxes. You can prepare and file your returns using other information about your health coverage.

Q. Will I receive a 1095 form(s)?

A. If you are supposed to receive a form but do not receive your form by March 18, 2019, please contact your Human Resources department.

Q. Do I need to keep my 1095 form(s)?

A. Please keep these forms with your other tax records as these forms are important tax documents.

Q. What do the codes on Line 14 mean?

A. The codes listed on line 14 describe the coverage that your employer offered to you and if it was offered to

your spouse and dependent(s), if any. These codes were provided to your employer by the IRS, and you will receive a copy of the codes with your form.

Q. Why is the amount on Line 15 of the 1095-C form different than the amount I pay for health insurance?

A. Although you may pay more than the amount listed on Line 15, the IRS requires that the employer put the premium an individual would pay for the lowest cost plan for single coverage only. This is how the IRS determines if the plan was affordable.

Q. What do the codes on Line 16 mean?

A. The codes listed on line 16 describe your employment and health insurance enrollment status. These codes were also provided by the IRS, and you will receive a copy of the codes with your form.

Q. Will my dependents receive a 1095-B form if they were covered on my insurance?

A. No, since your employer is self-insured, Part III of the form will list each month you and your dependent(s) were enrolled in coverage for at least **one day**.

Q. What if I had coverage through somewhere other than my employer?

A. If you were full-time and benefit eligible then you will still receive a 1095-C form that will provide information on the offer of coverage made to you by your employer. However, if you were not covered by your employer's plan you will need to request a copy of the 1095-B or 1095-C form from the person covering you on their insurance. If you took coverage through the federal or state Healthcare Marketplace you will receive a 1095-A form.

Q. Will I get a form if I did not take any coverage?

A. If you were full-time and benefit eligible then you will still receive a 1095-C form that will provide the information on the offer of coverage made to you by your employer. You will still need this form even if you had coverage elsewhere or did not have any coverage at all. However, you will not receive a 1095-B form.

Q. What if I do not receive a 1095-C form?

A. You will only receive a 1095-C form if you are a full time employee and completed your waiting period for benefits. If you are a part time or variable hour employee, you will not receive a 1095-C form unless you had medical coverage with your employer. If you were on COBRA or Retiree continuation coverage in 2018, you will receive a form. If you should have received a 1095-C form and did not, then please contact your Human Resources department.

Q. What action do I need to take?

A. The IRS will be receiving a copy of your forms by March 31, 2019. It is imperative that you review the forms for any errors. If a Social Security Number or Tax Identification Number is missing or incorrect, please let your HR Department know immediately. This may affect the IRS' ability to confirm you and your family had coverage.



Marijuana & Youth Series ~ February-May 2019

The AOD Partnership, with the support of Ascension St. Clare's Hospital & Northcentral Technical College, is proud to bring this four-part series featuring nationally-recognized speakers to central Wisconsin!

The Current State of Marijuana

February 5th, 2019
from 1:30-4:30PM

NTC Conference Center

Monte Stiles will provide an overview of the impact of marijuana on communities & help lay a foundation of understanding in regards to common key terms associated with marijuana use. Lunch included at 1pm!



Latest in Trends, Products & Culture
February 28th, 2019
from 8:30-11:30AM

NTC Main Building, E101/E102



Jermaine Galloway, aka Tall Cop, will share the latest in marijuana trends & products, as well as provide insights into the culture of drug use and how it impacts youth. Breakfast included at 8AM!

Youth Brain Development & the Science of Addiction
To Be Determined – Stay Tuned!

This session will also include tips for adults in the community (including parents) on how to talk to youth about the possible negative effects of marijuana.

Cost: \$18/Session

Materials, Refreshments & 3 CEUs Included! Attendees do not need to attend all four sessions! All are welcome!

What Works – Strategies to Prevent Youth Use

May 6th, 2019
from 8:30-11:30AM

NTC Conference Center



Joe Eberstein will offer strategies and messages that communities can use to prevent youth marijuana use based on lessons learned from around the US. Breakfast included at 8AM!

Check out the conference page for more details!

<https://www.ntc.edu/calendar/2019/02/05/marijuana-and-youth-4-part-series>

Note: The views or opinions expressed by the presenters in this series do not necessarily reflect those of the sponsors, nor do they reflect any official policy or position.

Join us for our next AOD Partnership meeting on Tuesday, February 5th from 11:30AM-1PM in the new Northcentral Technical College Conference Center for a special screening of the documentary **Chronic State** which examines the impact of marijuana on communities.

View the trailer online at <https://vimeo.com/285486451>

22nd Annual

Understanding Grief Spring Seminar 2019

Presented by:
Wings
A Grief Education Ministry

SEMINAR ONE

Shattered Dreams, Resiliency—Finding Hope

A community seminar for grief, healing and hope.

Thursday, April 4, 2019 | 7:00 – 9:00 pm
Free of charge and open to the public

SEMINAR TWO

Grief and Hope in Life's Intersections: Multiple Responses to Immediate and Chronic Sorrow

A seminar that explores grief and compassionate bereavement support.

Friday, April 5, 2019 | 9:00 am – Noon
Fee: \$50

Partner sponsor:



About the Presenter - Ted Bowman

Ted Bowman is an educator, author and consultant who specializes in change and transition, whether it occurs in families, an organization, or the community. His emphasis is on aiding people in utilizing their strengths and the resources of others in facing change and transition. He became an adjunct faculty member at the University of Saint Thomas in 2006, teaching a graduate social work course on grief and loss, which continues.

Ted Bowman has many credentials. From 1985-1996 Ted was Senior Trainer for the Wilder Foundation located in St. Paul, Minnesota. Ted taught Family Education courses at the University of Minnesota from 1981-2012. He was an adjunct faculty member of the National Center for Family Literacy in Louisville, Kentucky from its beginning through 1992; United Theological Seminary from 1989 through 1996; and he was a guest faculty member for the School of New Learning at DePaul University in Chicago during summer 2009.

Ted Bowman has published more than 90 articles, chapters, booklets, and poems. His two booklets will be available for sale at the seminars.

Ted has served on many boards, local and national. He was a national advisory member of Practical Parenting Partnership, a Missouri program. He was a member of the board of directors for the National Association for Poetry Therapy from 1993 to 2008. Locally, he was a board member of the Minnesota Coalition for Death Education and Support from 2006 to 2012 and Minnesota-Uganda Partners of the Americas. He also served a six-year term on the Committee on Ministry for the Minnesota Conference of the United Church of Christ from 2006-2012; and he was on the board for the Block Nurse program in his neighborhood community.

Ted received the Minnesota Council on Family Relations Distinguished Service to Families Award in 1979; the Friend of the Network Award from the Minnesota Vocational Consumer and Family Education Network in 1988; and the St. Paul Civitan Club Clergy Award in 1994. He was a Minnesota delegate to the 1980 White House Conference on Families. In 2008, he received the Outstanding Achievement Award from the National Association for Poetry Therapy. Ted is married, the father and stepfather of four children, and a grandfather of five "grand" children.



SPONSORSHIP

Event Host: Wings-a Grief Education Ministry

Partner Sponsor: Aspirus Comfort Care and Hospice Services

Key Sponsors:

Brainard Funeral Home & Cremation Services
Helke Funeral Home & Cremation Services
Peterson/Kraemer Funeral Homes & Crematory

Wings acknowledges the support of many other community sponsors and individuals who make this program possible. A complete list will be posted at the seminar and available at the website after the event: www.wingsgrief.org

Continuing Education - CEUs

Continued Education Units are approved by the WI Department of Safety and Professional Services. For details, call Nan at 715-845-4159.

For more information or questions about these programs, call Wings—a Grief Education Ministry, Nan or Gary Zastrow 715.845.4159 or email wings1@charter.net

Or Aspirus Comfort Care and Hospice Services Amy Kitzmeyer 715.847.2703



Housing & Homelessness Coalition

an initiative of United Way of Marathon County

Are you homeless?

Do you know someone who is homeless?
Are you worried about becoming homeless?

Come to Project Connect to get information about housing and community resources!

FREE Lunch Served 12:00-1:00



Children are welcome!

THURSDAY, January 24, 2019
10:30 AM-1:30 PM

The Salvation Army
Worship and Community Center
103 S. Second Avenue, Wausau

On Bus Routes B, G and I
FREE SHOWERS

United Way
of Marathon County
UnitedWayMC.org





The Current State of Marijuana—Feb 5th from 1:30-4:30PM—Monte Stiles, a former State/Federal Prosecutor (ID), will provide an overview of the impact of marijuana on communities & help lay a foundation of understanding in regards to common key terms associated with marijuana use. *Lunch included at 1pm!*

Latest in Marijuana Trends, Products & the Drug Culture—Feb 28th from 8:30-11:30AM—Officer Jermaine Galloway, aka Tall Cop Says Stop (TX), will share the latest in marijuana trends, popular products, as well as provide insights into the culture of drug use & how it directly impacts youth. *Breakfast included at 8AM!*

What Works in Marijuana Prevention—April 1st from 8:30-11:30AM—Joe Eberstein, from the Center for Community Research (CA), will offer strategies that communities have & can use to prevent youth marijuana use based on lessons learned from around the United States. *Breakfast included at 8AM!*

The Teen Brain & Marijuana—May 6th from 8:30-11:30AM—Dr. Sion Kim Harris, from Harvard University & Boston Children's Hospital (MA), will break down the impact drugs can have on the developing teen brain, & how to talk to youth about marijuana. *Breakfast included at 8AM!*

Cost: \$18/Session (Materials, Refreshments & 3 CEUs Included)
Attendees do not need to attend all four sessions! All are welcome!

Register today at www.ntc.edu/calendar/2019/02/05/marijuana-and-youth-4-part-series

Disclaimer: The views or opinions expressed by the presenters in this series do not necessarily reflect those of the sponsors & supporters, nor do they reflect any official policy or position.



Check out the **trailer** online today or view the entire 55 min documentary **anytime!**
<https://vimeo.com/285486451>

Room Change!
Tuesday, February 5th
from 11:30am-1:00pm at
Northcentral Technical
College in their new
Conference Center

Join us for a public showing
of the new documentary
which examines the impact
of marijuana on communities,
including youth.



ASSET BUILDERS PRESENTS The 12th Annual Wausau FINANCIAL WELLNESS CONFERENCE

Saturday, February 9, 2019
Northcentral Technical College
Center for Health Sciences
8:30 AM-1:30 PM

Free light breakfast & lunch
Free copy of your credit report
and Fabulous door prizes!

YENGYEE LOR
Faithful Consulting LLC

KEYNOTE SPEAKER
Yengyee is the founder and CEO of Faithful Consulting LLC, a social change mission-driven leadership and team coaching and consulting business. Her work is centered around developing authentic, empowered, high-performing, high-quality leaders.



Cost: Before Feb. 1 - \$2 for adults and free for kids under 18. After Feb. 1, \$4 adults and \$1 kids. Call for info about scholarships.

Get **SMART** Wausau
COALITION
"Educating people to make smart money choices."

To Register <https://tinyurl.com/ycukk55v>

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www.assetbuilders.org Asset Builders

Learn personal finance concepts that can have an immediate, positive, pocket-book impact and that can set you up for a much better financial future.

The Conference delivers high-quality, affordable, and unbiased education—no selling or pressure to open accounts of any nature. *Invest in yourself by attending!*

Sample Classes and Conference Features

- Energy Conservation Tips
Kelly Zagrzebski, WI Public Service
- ID Theft and Other Scams - How to Stay Safe
Jeff Kersten, WI Dept. of Agriculture, Trade, and Consumer Protection
- Get the Most from Your Medicare and BadgerCare Benefits
Rhonda Grobko, United Healthcare
- Debt SOS: Staying Afloat
Katie Matz, CoVantage Credit Union
- Cooking Matters: Buying and Preparing Nutritious Food
UW Extension
- Resume Building - How to Make Yourself an Attractive Job Candidate
Jordyn Wadle, County Materials
- MyMoneyCheckUp®, an online tool that gives an assessment of a consumer's overall financial health.
- Credit reports with credit score printed onsite; one-on-one consultations with credit experts
- Age-appropriate instruction for students between the ages of 6 and 18
- Free childcare for kids 2 and up.
- Campus tour of NTC starting at 1:45 pm



All across Wisconsin,
**childhood
adversity**
is hiding in plain sight.

UPCOMING TRAININGS:

January 29, 2019 | 4-6pm
March 13, 2019 | 4-6pm
June 6, 2019 | 4-6pm

All trainings will be hosted at the Wausau Police Department Community Room.

Anyone is welcome to attend!

RSVP required [HERE](#) or call 715-261-1926

The Wisconsin ACE Interface curriculum provides communities with an introduction to adverse childhood experiences (ACEs) and brain development. Trainers from nearly 30 Wisconsin child welfare, human service and other agencies volunteer their time and resources to facilitate the first step in the creation of self-healing communities.

About Wisconsin ACE Interface trainings

Our volunteer trainers teach schools, health systems, law enforcement agencies and other community groups to identify and respond to the toxic stress of childhood adversity.

Following curriculum developed by Laura Porter, co-founder of ACE Interface, LLC, and Dr. Robert Anda, co-principal investigator of the original ACEs study*, the Wisconsin ACE Interface is geared toward building self-healing communities.

Wisconsin ACE Interface mission:

Promote awareness of ACEs throughout Wisconsin; to create a shift in perspective in how we view health and social issues and; to inspire a new approach to building healthy and resilient communities.

To learn more: Visit SaintA.org/WIACEInterface or contact Sara Daniel, Director of SaintA Clinical Services, at 414.465.5711.

*ACEs study: Kaiser Permanente Southern California and Centers for Disease Control and Prevention. Robert F. Anda, MD, MS and Vincent Felitti, MD.





UNITED WAY'S GIVE & GET HELP GUIDE

Link Available 24-7 Online at NCHC's Resources Page
www.norcen.org/resources

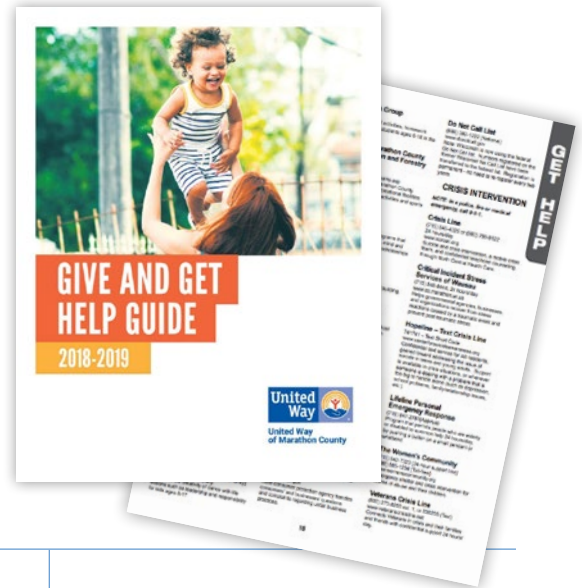
United Way's 2018-2019 Give & Get Help Guide is an online and print mini-directory where you can find area agencies that provide help and those that offer volunteer opportunities. It is curated and maintained by United Way's 2-1-1 and Volunteer Connection.

Browsing through the pages of the GIVE section can open your eyes to places you may find purpose and a place to make a difference.

- G Express your gifts and talents**
- I Use interests to help others**
- V Implement your values**
- E Utilize your experience**

The 2018-2019 Give & Get Help Guide is offered free of charge and can always be picked up at United Way of Marathon County, 705 S 24th Ave, Suite 400B, Wausau.

An electronic copy of the publication is also available for download at www.unitedwaymc.org/get-help/.



Downtown Memory Café 2019

Below are dates and Café programs for the year. Café is an opportunity for positive social connection, lively discussions, information sharing, refreshments, camaraderie—and lots of creative fun! **We can't wait to meet you!**

JANUARY 17: "Turnin' Wood!" Join us as we meet "woodmaster" Bob Stavran for a wood turning demonstration!

FEBRUARY 21: "Antiques Roadshow!" Wondering about the value of something you own? Local expert appraiser Jim Schaefer will be here to entertain and help us figure it out!

MARCH 21: "For Your Listening Pleasure..." Reminisce together over some Golden Age of Radio favorites like The Shadow...Roy Rogers...Tarzan and more!

APRIL 18: "Our Story" Evoke memories at the downtown Wausau Library as we look at a history of Wausau on microfilm and in local books. Why not create a story of our own?

MAY 16: "Happy 5th Birthday Downtown Memory Café!" Back by popular demand, welcome well-known ragtime piano entertainer, Jim Radloff. This promises to be a toe-tapping birthday party!

JUNE 20: "Beauty in Sound" Local mother-daughter harpists Kirsten and Claire Hornby will melt our stress away at this Café!

JULY 18: "Picnic in the Park!" Hot dog! We will be back at River Street Park in Rothschild for a picnic under the shelter and perhaps a stroll along the river?

AUGUST 15: "Going to the Fair!" Peplin 4-H Club members will bring the fair to us with animals, vegetable judging and more!

SEPT. 19: "Little Red Schoolhouse" Anna Straub from the Marathon County Historical Society will take us on a trip back in time when we meet at Marathon Park's one-room schoolhouse.

OCTOBER 17: "Our Fine Feathered Friends" We take flight with help from The Raptor Education Group of Antigo, bringing 4 birds and what promises to be a wing-flapper of a program!

NOVEMBER 21: "The Apple of your Eye" Olivia Telschow from Helene's Hilltop Orchard will provide bushels and pecks of apple fun!

DECEMBER 19: "Ho Ho Ho, Who Wouldn't Go?" Holiday-themed

The Downtown Memory Café takes place the 3rd Thursday of each month from 10:30 am to 12:00 pm at First United Methodist Church, 903 3rd Street, Wausau. Memory Cafés are for those experiencing early stage dementia, mild memory loss or cognitive impairment—accompanied by their care partners, family or friends. Sing-alongs, programs, conversation, activities and refreshments are offered each month by dementia-trained volunteers. Have some fun, socialize, be yourself. Consider escorting a friend or loved one to a Downtown Memory Café. Free!

To sign up, or for more information, please contact First United Methodist Church at 715-842-2201, or Charles Schoenfeld at 715-842-9809, or email: memorycafe@fumcwausau.org



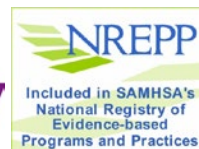
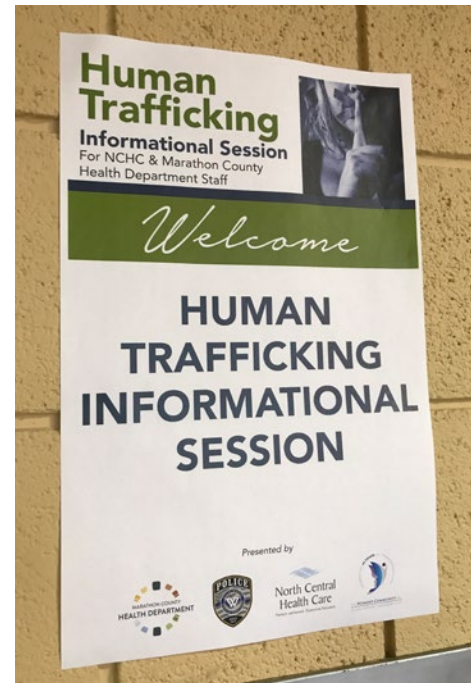
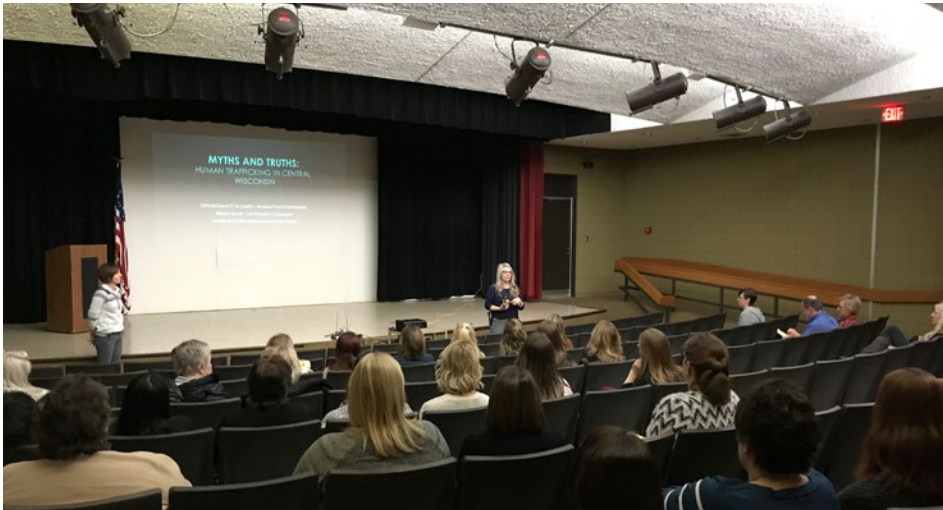
First United Methodist Church
903 Third St., Downtown Wausau
(USE FULTON ST. PARKING LOT ENTRANCE)



ASPIRUS WINTER MAGAZINE AVAILABLE ONLINE

<https://bit.ly/2MljYmP>

Employees with the NCHC Aspire Arise Health Insurance have already received this quarterly publication to their homes, but the link is available to anyone who would like to read it! Its full of great health updates and information to educate and inform. Thank you to Sherry Gatewood in the Employee Health & Wellness Center for sharing the link with all our NCHC staff!



What is NAMI's Family-to-Family Education Program?

NAMI Family-to-Family is for families, caregivers and friends of individuals with mental illness. The course is designed to facilitate a better understanding of mental illness, increase coping skills, and empower participants to become advocates for their family members. The course consists of 12 two-and-a-half hour sessions. Trained family members teach the course who know what it is like to have a loved one living with mental illness. The Family-to-Family Program is offered at no cost to the participants.

NAMI Northwoods will offer its NAMI Family-to-Family Education Program beginning Tuesday February 5, 2019. The class will be held from 6:00 – 8:30 at Grace United Church, 535 S 3rd Ave. Wausau, WI. Must be committed to attend 10 out of 12 sessions. Registration due by January 31, 2019



"This course overall was the single most, without a doubt, helpful and informative thing ever offered in all my years searching for answers... It has helped me to understand better and communicate more effectively with my brother."



Northwoods

Register online at Naminorthwoods.org

email nami.northwoods@gmail.com
or call 715-432-0180

About NAMI Affiliate

NAMI Northwoods and dedicated volunteers, 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.

HUMAN TRAFFICKING

We Can All Help Stop This Horrible Crime

On January 16, NCHC welcomed the Wausau Police Department and The Womens Community, Inc. to educate and inform our NCHC and Marathon County employees about human trafficking. Employees that work out in our community have the opportunity every day to identify red flags of human trafficking. Thank you so much for your dedication to preventing and stopping human trafficking.



Click [here](#) for this week's Crime of the Week.
<http://marathoncounty.crimestoppers-web.com/crimeoftheweek.aspx>



WHAT'S 4 LUNCH?

WAUSAU CAMPUS CAFETERIA

Cafeteria Hours: Open 7am – 5:30 pm

A Cashier is on duty from 9:00am – 10:00am, 10:30am – 1:30pm.
When a cashier is off duty, an honor system is used for food purchases.

**Serving Soup, Salad and
Lunch Entrée Option
Monday – Friday.**

All hot sandwiches,
hot foods and cold bar items
are \$.35/ounce.

Soup: \$1.25 Cup | \$2.00 Bowl



JANUARY 21 – 25, 2019

MON 1/21Minestrone Soup

Brat on a Bun

Hand Breaded Cod

Noodles Romanoff

Carrots

Caramel Apple Cookie

TUES 1/22.....Tortellini

Chicken Legs

Meatloaf

Harvest Mashed Potatoes

Brussel Sprouts

Fruit Turnover

WED 1/23Cream of Potato Soup

Meatball Sub

Roast Pork

Mashed Potatoes

Red Cabbage

Baked Custard

THUR 1/24Chicken Rice Soup

Gyro on a Pita

Turkey Slice

Hollandaise Sauce and Wild Rice

Broccoli

Monster Cookie

FRI 1/25French Onion Soup

Tuna Melt

Vegetable Lasagna

Green Beans

Garlic Bread

Carrot Cake w/Cream Cheese Frosting



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400 East Thomas Street Wausau, WI 54403

Help Us Spread the Word About Stop, Starting It!

Do you have colleagues who would benefit from the Dementia Training? Any Caregiver can take this great workshop led by Cagney Marting and Merry Wimmer!

STOP, STARTING IT!



changing your approach to dementia care

An innovative, intense & interactive dementia care workshop
created for ALL CAREGIVERS • Register online today!

Combative.
Resistive.
Wanderer.
Sundowner.
Feeder.
Angry.

These are the words people use to describe people living with dementia. **Your** words, language and attitude shape perceptions. What is **your** approach? How does this affect others? What is **your** reaction? How much do you know about **yourself**, your **team** and your **impact**?



This full-day, innovative dementia care workshop is designed for **ALL CAREGIVERS** regardless of where you work. This interactive training focuses on re-framing your behavior instead of "managing" that of the person with dementia.

Wausau – February 21, 2019

Also 6 Events in 6 Different Cities in WI!

February – August 2019

Presented by North Central Health Care
Person centered. Outcome focused.

norcen.org/StopStartingIt

\$75
per person
50 seats per
session