Beaming

Lives Enriched and Fulfilled. There are examples of our Vision coming to life every day. Then there are days when the true power of our organization and our Vision come roaring. We experienced some of those days this week with the sudden closing of another nursing home in our community. Financial insolvency was the source of ruin and 28 residents needed to be moved within 24-48 hours. It had now become the responsibility of our Adult Protective Services team to immediately relocate these residents. Our organization jumped to the challenge. In about 24 hours we were involved in moving all 28 residents. Our APS and MVCC teams were especially amazing, reaching out to provide support to all 28 residents. We ended up taking 10 residents here at MVCC and we may have more come at a later date. Our team’s commitment and sense of responsibility to lead was amazing. Our HR team reached out with a plan to offer their employees job opportunities here. Our Transportation and Maintenance teams dropped what they were doing to help move the residents. Our Dietary team made sure people had food and snacks. There was so much energy to do the right thing. I’m so proud. We all can be proud of our organization and the fine people who represented it this week.

In other news, on Wednesday our United Way team attended the Annual United Way luncheon. Our NCHC team was well represented in our efforts to support the United Way and the community. We took home awards for Circle of Excellence: Partner Award and the Shining Star Award. The Partner Award goes to organizations that donate between $10,000 and $25,000 in the annual Workplace Giving campaign. This is a direct reflection of the generosity of all of our employees. You make a difference to many local community efforts with your donation each and every day. The Shining Star Award was awarded to NCHC is recognition of our commitment and leadership to improve Marathon County. NCHC was recognized for campaign growth, participation growth, per capita gift amount, leadership giving participation, corporate gift and volunteerism. NCHC was recognized along with just 5 other local organizations for our efforts to support the United Way.

In addition to those awards, we took home some more specific accolades. Jessica Meadows was recognized with the Campaigner of the Year. This award recognizes her efforts to promote the United Way and educate people about the programs and services provided while increasing participation and involvement among our staff. Jessica has a willingness to pitch in and help complete campaign-related tasks and has contributed her creativity and original ideas that have resulted in award-winning can sculp-
tures at the United We Can event over the last six years. Congratulations to Jessica for a well-deserved honor. Jessica really leads by example and is a key part of our success here in supporting the United Way.

Sue Matis also received an award for her commitment to the United Way and serving 6 years on the United Way Board. Thank you to Sue for her contributions and leadership to the community impact of the United Way.

Last but not least, our Crisis Assessment Response Team (C.A.R.T) took home the United Way’s Partners in Caring Award. At the beginning of the year NCHC in partnership with the Marathon County Sheriff’s Office and Wausau Police Department launched C.A.R.T. The initiate pairs a Crisis Professional full-time with a Law Enforcement Officer to provide crisis assessment and response. To say their first year was a resounding success would be a huge understatement. Early indicators are that while the number of mental health calls have gone up in 2018, the number of mental health calls resulting in hospitalization have significantly been reduced. This means these resources are effective and doing what we intended to do: keeping individuals in crisis in the community by deploying community based crisis response to meet their emergent needs.

What a week for NCHC, I am simply beaming with pride.

Make it a great day,
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 into 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!

Volunteer Services and MVCC Staff Development Offices

New Locations!

Laural Harder and Kathy DeSantis of Volunteer Services and Cagney Martin of MVCC Staff Development have recently moved their offices to a new location in the MVCC Link Hallway. The offices are located in the former Marathon County Facilities & Capital Management Office, or known to many NCHC staff as the former MVCC Administration Office. Not sure where that is...take a walk from the Wausau Campus Cafeteria toward MVCC through the link hallway and you won’t miss it on the left near the exterior shelter where our residents feed the squirrels.

Stay tuned for more information as we enter renovations so that you are informed of location changes.

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MARATHON COUNTY MENTAL HEALTH SCHOOL-BASED COUNSELING RETREAT

Horace Mann Middle School

NCHC recently participated in the Marathon County Mental Health School-Based Counseling Retreat at Horace Mann Middle School on January 21. The purpose of the retreat is to allow Marathon County counseling clinics and community organizations the opportunity to present student-service information to pupil service representatives from each Marathon County school district. NCHC and community organizations had time to present service details in front of the large group. Afterward, NCHC was able to share program information and marketing materials with more specific information and answer additional school/personal questions. Great job team.

HAVING A LITTLE FUN IN HUMAN RESOURCES

Happy Birthday Chris Bleck

The Human Resources team had a little fun with Chris Bleck for her birthday this week. You can tell Chris enjoyed the great pink sign on her door! Happy Birthday Chris! We hope you had a great birthday!

Advancing with ADHD

Presented by Kristine Shiverick, ADHD & Executive Functioning Coach
Tuesday, January 29th, 6pm – 7:30pm

Attend this FREE session to learn more about this common childhood disorder and its implications for the children living with it. Spend the evening interacting and getting tips for enhancing productivity by understanding and using strategies to support your child’s executive functioning in everyday life.

Parents/guardians, childcare providers, teachers, and anyone else who wants to learn more about ADHD are welcome to attend!

Programming is free but registration is required!
Call: 715-848-1457
Text: 715-937-8910
Email: ENowicki@CHW.org

Program located at: The Children’s Hospital of Wisconsin, 705 S 24th Ave, Suite 400, Wausau.

Program is funded by Marathon County and Marathon County United Way and are provided free of charge. Programs are not a DCE, Wausau, Spencer, Stratford, or Newman Catholic School District sponsored activity and the opinions expressed are not necessarily those of the school district or their personnel.

SPECIAL SCREENING & OVERDOSE PREVENTION TRAINING

“[This gripping film will change the way you look at America’s opioid crisis.]” – Jane O’Brien BBC News

Written Off

“The journals will explain everything.”

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://writtenoffodpretraining.eventbrite.com
Hosted by the AOD Partnership & AIDS Resource Center of Wisconsin
LOOMING TOGETHER
Lakeside Recovery Staff Learn A New Skill

The Lakeside Recovery Team got together to learn a new skill. Kim Walker-Daniels, Psychiatric Nurse Practitioner at NCHC taught Lakeside staff how to knit with a loom. The entire group had fun learning a new skill enjoyed displaying their works in progress! Great job team. We may have to order up some warm winter wear from you all!

COMMUNITY OUTREACH
Project Connect

NCHC recently attended Project Connect, an event at The Salvation Army in Wausau that connects our community members with information about housing and community resources. A free lunch was served to all attendees and Mike Frankel from Community Corner Clubhouse shared information about NCHC’s mental and behavioral health programs from across the organization. Great job Mike! Thank you for taking time for this important community connection!
The Current State of Marijuana
February 5th, 2019 from 1:30-4:30PM
NCT Conference Center

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

Latest in Trends, Products & Culture
February 28th, 2019 from 8:30-11:30AM
NCT Main Building, E101/E102
Jemalene Gallaway, aka Tall Cop, will share the latest in marijuana trends and products, as well as provide insights into the culture of drug use and how it impacts youth.
Breakfast included at 8 AM!

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

What Works – Strategies to Prevent Youth Use
May 6th, 2019 from 8:30-11:30AM
NCT Conference Center
Joe Ehlert 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 8 AM!

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.

About the Presenter - Ted Bowman
Ted Bowman is an educator, author and consultant who specializes in change and transition, whether it occurs in families, as an organization, or in the community. His emphasis is on looking beyond the symptoms of grief and loss, and examining the context within which a change is taking place.

Ted is married, the father and stepfather of four children, and a grandfather of five "grand" children.

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 Children and Families, and was the Minnesota Director of the Block Nurse Program from 1964-1965. Locally, he was a Board Member of the Minnesota Coalition for Death Education and Counseling for 12 years. Ted has served on many boards, local and national. He was a national advisory member of Practical Parenting, a Minnesota program. He was a member of the board of directors for the National Association for Personalized Therapy from 1990 to 1995. Locally, he was a board member of the Minneapolis Coalition for Child Health and Education and Support from 1994 to 2012 and MinnesotaCubans Partners of the Americas. He also served as a junior team at the United Center for Minnesota in 2010, and he was on the project team for the Black Nurse program in the neighborhood community.

Ted received the Minneapolis Coalition for Child Health and Educational Distinction for Lifetime Achievement in 1998, the St. Paul Green Kids Award from the Minneapolis Children’s Association and Family Education Network in 1998, and his St. Paul Online City-Club Award in 1994. He was a Minnesota delegate to the 1980 White House Conference on Families in 1995, and he received the Outstanding Achievement Award from the National Association for Personalized Therapy. Ted is married, the father and stepfather of four children, and a grandfather of five "grand" children.

SPONSORSHIP

Sponsor: Wings—a Grief Education Ministry
Partner Sponsor: Aspirus Comfort Care and Hospice Services

Key Sponsors:
Boulevard Funeral Home & Cremation Centers
Keller Funeral Home & Cremation Services
Peters/Corkney 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
Continuing Education Units are approved by the WI Department of Safety and Professional Services.
For details, call 715-946-4516

For more information or questions about these programs, call Wings—a Grief Education Ministry, 605-346-2020 or email info@wingsgrief.org
Or Aspirus Comfort Care and Hospice Services
Amy Killian 715.642.2705

What Is NAMI 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

Continued Education Units are approved by the WI Department of Safety and Professional Services.
For details, call 715-946-4516

"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."
Marijuana & Youth
A Four-Part Series
Northcentral Technical College - Wausau Campus.

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. Son 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)

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.

www.norcen.org • Lives Enriched & Fulfilled.
The 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

EMPLOYEES ON THE MOVE
Congratulations on Your Recent Promotion!
Olivia Dums recently transitioned from Physical Therapy Aide to Lead Physical Therapy Aide in Aquatic Services. Congratulations Olivia!

Position Posting
Title: Protective Services Representative
Status: Full Time
Location: Wausau
Apply Online: https://bit.ly/2DyJnGC

The Protective Services Representative is responsible for coordinating necessary actions for the appointment of a guardian and protective services or placement, including required evaluations, organizing follow up, completing necessary court reports for cases on assigned case load and conducting adult/elder abuse/neglect investigations.

Minimum Education
Bachelor's degree earned from a four year college or university academic program.

Minimum Work Experience
One to three years experience.

REMININDERS 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!

For Employees
The Employee Health & Wellness Center provides easy access to convenient health care right where you work. Clinic Walk-ins will also be taken if the schedule permits.

Appointments and Same-Day Care
Employee Health & Wellness Center at the North Central Health Care Campus, or by calling the Employee Health & Wellness Center at 715.843.1256.

MyAspirus.org online by visiting www.norcen.org • PLT Payout and Pay Stub Review

 Donna J. Thompson, St. Claire Health Services

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!!
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. 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 furnishing these forms to you is now MARCH 4, 2019. 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:

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. 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.
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 28 – FEBRUARY 1, 2019

MON 1/28 ..... Campbell’s Tomato Soup
Taco Bar
Hamburger on Bun
Potato Salad and Baked Beans
Snicker Doodles

TUES 1/29 ...... Navy Bean Soup
Hot Turkey on Croissant with Hollandaise Sauce
Lemon-Herb Baked Fish
O’brien Potatoes
Peas
Banana Cream Pie

WED 1/30 ...... Chicken Noodle Soup
BBQ on a Bun
Boiled Dinner
Fresh Dinner Roll
Carrots
Peaches

THUR 1/31 ..... Stuffed Green Pepper Soup
Homemade Pizza
Swedish Meatloaf
Mashed Potatoes
Peas & Carrots
Mounds Bar

FRI 2/1 .......... Cream of Cauliflower Soup
Reuben
Sweet & Sour Glazed Chicken
Scalloped Potatoes
Mixed Vegetables
Strawberry Sauce & Buttermilk Biscuit

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!