



A Weekly Update  
For The Employees of  
North Central Health Care



# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH RENEE KRUEGER

This year Lincoln County is celebrating its Sesquicentennial, 150 years as a county. Did you know that Lincoln County used to be the second largest county in Wisconsin with a land area of 2,750,000 acres? Present day Lincoln County was originally part of Marathon County. When it separated from Marathon County, it incorporated most of present day Oneida and Vilas Counties, as well as parts of present day Langlade, Taylor, Price, and Iron Counties. In life you will find many

references to change and how we as people respond to change, how we should respond to change, and debate as to whether change is good or bad. More recently in life, I came across a parable, *The Story of the Chinese Farmer*. While many philosophers debate the meaning of the story, I have found comfort in the story as it reminds me that what appears to be happening in the moment, may have greater purpose and lessons to learn, regardless of whether they are a blessing or a hardship. As things happen around me that are out of my control, how I respond to them is in my control.

The changes that employees and residents of Pine Crest have encountered this year remind me of that parable. The one thing that has remained constant throughout, is the dedication of the employees of Pine Crest to continue to serve our residents of Pine Crest as our NCHC Vision indicates: **Each interaction we have with those we serve, our community partners and each other will lead to lives that are more enriched and fulfilled. We face the world with undeterred optimism and hope of possibility. Every day a new chance to make people's lives better. The vast potential to make a difference in each individual's life is our greatest inspiration and measure of success.**

As we continue through this time of uncertainty, it is your unwavering commitment to showing up each day that truly makes a difference. The dedicated service you provide to our residents, who are also navigating their own transitions and challenges, is a testament to your strength and dedication. You are truly an inspiration and are valued!

We hope you all join us in celebrating 150 years on October 19th!

**Renee Krueger**  
Lincoln County Administrative Coordinator/HR Director

2024 NCHC Vaccination Program .....	2
Cybersecurity Month Webinar .....	3
Frontline News from EAP.....	5
Recruitment News .....	5
Donation Requests.....	6
Community Treatment Spotlight Award.....	7
Foodie Forecast .....	8-9

Person-Centered

# Shout out

**Carrie Bussiere,**  
**Community Treatment Antigo**

Carrie is so patient and cares for each of her clients even in difficult situations.

**Shared By:**  
**Candy Messer**

**Occurrence Reporting Hotline**

**x4488 or 715.848.4488**

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



# North Central Health Care 2024 EMPLOYEE VACCINATION PROGRAM



**ALL Employees  
Must Complete by  
November 15**

**1**

## Get your Flu and/or Covid vaccinations.

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

**2**

## Complete the required forms.

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

**3**

## Return your forms to NCHC Employee Health.

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



**EMPLOYEE OPEN VACCINATION CLINICS**  
No appointment required!

**NCHC Wausau Campus** Open to all Staff  
Location: Blue Jay Room  
(Suite B – located next to the MVCC Administration office just past the Bistro.)

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

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

**Pine Crest** Open to all Merrill Center and Pine Crest Staff  
Location: Front Conference room  
10/17... 6:00 am – 2:30 pm  
10/22... 6:00 am – 10:00 am  
10/24... 1:00 – 4:00 pm

**Antigo Center**  
Contact Kristin King for Nurse Vaccinator appointments.



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

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

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

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



Password Security Webinar



CYBERSECURITY AWARENESS MONTH

**PASSWORD SECURITY WEBINAR**  
Thursday, October 10th at 10:30 am

This week we are focusing on passwords! Join the Information Security Team this coming Thursday, October 10 at 10:30 am for a webinar about password security. We will talk about what makes a password good, why having unique passwords is so important, and some of our favorite stories regarding password security. We look forward to seeing you there!

Webinar Teams Link: <https://bit.ly/4eWOv6x>



Marathon County Employees Credit Union

Join Us in Celebrating International Credit Union Day!

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

Stop in for a special treat to help us celebrate!



Experience the Credit Union Difference and Join MCECU Today!

Proudly serving NCHC Employees and their Families

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

www.mcecu.org  
715 261-7680  
cuteller@co.marathon.wi.us  
400 East Thomas Street  
Wausau, WI 54403



**NCHC EMPLOYEES  
ARE YOU  
REGISTERED TO VOTE?**

**FIND OUT!  
GO TO MYVOTE.WI.GOV  
AND CLICK "REGISTER TO VOTE"  
OR SCAN BELOW.**



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



# FrontLine

Frontline | October 2024

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

## Domestic Violence Awareness Month: Supporting Coworkers Facing Domestic Abuse

**Y**ou may not immediately recognize that a coworker is a victim of domestic violence by spotting bruises or a black eye. Instead, several symptoms observed over time can lead you to feel a stronger sense of concern about your coworker's situation. Isolating themselves at work, not participating in office events, receiving flowers at the office as a gesture of forgiveness from an abuser, or being overly cautious about not staying late can all raise suspicions. Talk to your employee assistance program (EAP) about your concerns. They can provide you with resources, support, and strategies for approaching the situation sensitively. Domestic abuse victims—30% to 40%—eventually confide in a coworker. So, this places you in a unique position to offer support. The EAP can help you understand how to offer assistance to your coworker while maintaining confidentiality and respecting their privacy.



## Discover What Nutrition Can Do

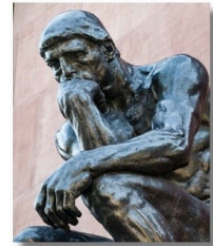
**P**articipate in a one-week nutritional improvement challenge. Then, see if you notice the benefits, including a positive difference in mood, energy level, concentration, sleep quality, and overall stress levels, especially at work. Do this with a friend so you can discuss your experiences together. The end result may be a greater conscious awareness for healthier eating, and less reliance on—or perhaps even rejection of—unhealthy, processed foods. You will find more than 30 such seven-day healthy meal plans to choose from at this link:

<https://www.eatingwell.com> [Search "seven day meal plan"]



## Stress Tips from the Field: Schedule "Think Time" and Decompress

**S**imply pausing to think might be one of your best techniques for managing stress. On a busy day, pausing to think can help you organize your thoughts, prioritize tasks, and clarify goals. Doing this may lead to better decisions while you reduce mental clutter. (Mental clutter is the overwhelming thoughts, worries, distractions, and information that pile up in your mind and make productivity difficult.) Just five minutes of no distractions and calm can help you prevent burnout, give you a bit of renewed energy, and let you decompress. This week, plan some five-minute think times throughout the day. Then, see if you experience more mental clarity, creativity, and job satisfaction, along with the sense that you are more effectively managing stress.



## Deepening Relationships at Work for Improved Job Satisfaction

**M**ost people come to work, do their job, and leave. They interact with coworkers just enough to get by—without recognizing the value their colleagues bring. Don't leave workplace relationships to chance. Actively build them to enhance your well-being and create a fulfilling work environment. You'll find more meaning in your job. Here's how: Seek out and participate in transparent conversations where ideas, concerns, and feedback are shared freely. Offer support and show appreciation for your coworkers' efforts. Regularly collaborate on projects. Participate in team activities. Be approachable and "askable," which means being open, friendly, and easy to talk to, so that others feel comfortable coming to you with questions or concerns. Learn simple skills to resolve conflicts constructively, and make a habit of celebrating successes together.





PHOTO OF THE WEEK

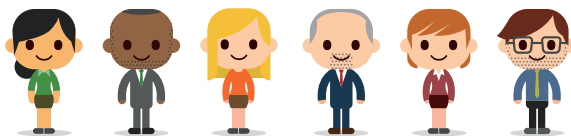


### EVEN MORE RECRUITMENT EVENTS FOR NCHC! University of Wisconsin - Eau Claire Career Fair

This past week, Gina Lenz of Community Treatment, along with Monica Abraham and Brittany Thomas of Human Resources attended a Career Fair event at UW-Eau Claire. The career fair focused on general majors and the team was able to connect with students with a variety of interests and share job opportunities with them. This week, we are attending a UW-Oshkosh career fair and hosting our own On-site Hiring Event! Now is a great time to refer a friend or colleague and get a \$1,000 or \$500 referral bonus, based on FTE hired!

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

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



**YOUR NEW CAREER STARTS HERE!**

**October 9 | 10 am - 5 pm**

**ON-SITE HIRING EVENT!**

North Central Health Care  
Person centered. Outcome focused.

Interviews • Facility Tours • Meet the Team!

**2400 Marshall Street • Wausau**

[www.norcen.org/Careers](http://www.norcen.org/Careers)

LinkedIn | indeed | GLASSDOOR



# Got Magazines to Dispose Of??

## Donate Them!



### DONATION REQUEST Magazines Wanted

Therapists in Outpatient Services have requested donations of magazines of all topics to assist with client programming.

Please drop off any used magazines at the Volunteer Office located at Door 5 at the Mount View Care Center main entrance. Thank you in advance for your donations!



## Nursing Home Halloween Candy Donations

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

### Mount View Care Center Trick-or-Treating

Thursday, October 31 from 3:00–5:00 pm

Candy donations can be dropped off at the Guest Services Desk, Volunteer Office, or with a Mount View Care Center Life Enrichment Team Member.

### Pine Crest Trick-or-Treating

Thursday, October 31 from 3:30–5:00 pm

Candy donations can be dropped off at the front desk or in the Life Enrichment Office.

Thank you for your generosity and kindness!

# Drug Trends Training

## Featuring the One Pill Can Kill Campaign

### 2 SESSION OPTIONS - SAME GREAT CONTENT

- Cost:** Free
- Date:** Wednesday, October 9th
- Time:** 3:00-4:00 PM or 6:00-7:00 PM
- Location:** Lake View Conference Center | Michigan & Superior Rooms  
1000 Lake View Dr, Wausau, WI 54403

**Presenter:** Special Agent Greg Czaczkowski, Drug Enforcement Administration

### WHAT WILL YOU TAKE AWAY?

1. An understanding of substance misuse in the Midwest
2. Knowledge of new and emerging drug trends
3. Resources and tools to support individuals who experience addiction and prevent initiation of substance misuse

### WHO SHOULD ATTEND?

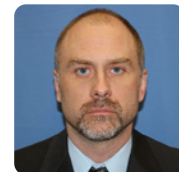
Parents, guardians, educators, teachers, law enforcement, treatment providers, youth-serving organizations, & anyone interested in learning more!

Click [HERE](#) to Register!



### ABOUT THE PRESENTER:

Special Agent Greg Czaczkowski has been an agent with the Drug Enforcement Administration for 19 years. SA Czaczkowski began his career in the New York Division (NYD) where he has worked intensively to disrupt and dismantle various types of local and international Priority Target Organizations (PTO). During SA Czaczkowski's career, he has developed, controlled, and debriefed Confidential Sources, coordinated surveillance operations as well as directed undercover operations. SA Czaczkowski has been responsible for cases that have led to several arrests and seizures of narcotics, firearms, vehicles, and money. He has testified as a witness in federal trials and federal grand juries and has also been under cover in several buys and a buy-bust operation. In July 2012, SA Czaczkowski became a Firearms Instructor (FI), and in 2014 he was transferred to the Chicago Field Division where SA Czaczkowski was assigned to a High Intensity Drug Trafficking Area (HIDTA) group. SA Czaczkowski also became a member of DEA Chicago's Special Response Team (SRT) which is a voluntary team of agents who are highly trained in arresting high-risk and violent drug offenders. In the fall of 2015, SA Czaczkowski was attached to a Violent Crime Task Force targeting some of the most violent drug offenders in the city of Chicago.



Currently, SA Czaczkowski is the Division Training Coordinator and the Demand Reduction Coordinator for Chicago. These duties include coordinating and organizing training for Illinois, Wisconsin, and Indiana offices of the DEA. As the Demand Reduction Coordinator, SA Czaczkowski has been a guest speaker at various schools and community organizations presenting a "Red Ribbon / I Choose My Future" and "One Pill Can Kill" program which discusses the dangers of substance misuse, speaking to over 33,000 youth in the Chicago area in the last 7 years. SA Czaczkowski helped coordinate the Chicago Field Division's Family Summits on fentanyl poisonings and overdoses in 2022 and 2023. On January 27, 2024, SA Czaczkowski received the Elks Illinois State Enrique Camarena Award in Springfield Illinois. This is an award to recognize and honor law enforcement officers who have made a significant contribution in the field of drug prevention. In 2023, SA Czaczkowski conducted over 53 drug awareness presentations.

SA Czaczkowski has a Masters of Arts in Administration of Justice from Southern Illinois University Carbondale and is fluent in the Polish language.



## COMMUNITY TREATMENT SPOTLIGHT AWARD AUGUST 2024



# Courtney Welhouse Community Treatment Youth - Lincoln County

NCHC Community Treatment is pleased to announce Courtney Welhouse was awarded the August Spotlight Award!

*"Courtney brings vast knowledge and experience with child welfare, youth justice, and crisis work to her role. She is especially skilled at working with teenagers with complex needs and has been able to make meaningful connections with the youth and families she serves. There are multiple adolescents on her caseload that experience frequent and significant crisis situations that require ongoing assessment of safety, teaming, creative problem solving, and flexibility. Through it all, Courtney maintains an eye for safety while being person-centered and striving to do what is best for each youth and family."*

*"Courtney is persistent and doesn't give up on the kids she serves. She has been able to work effectively with consumers who had been, prior to her involvement, very hard to engage and only minimally involved. One youth, for example, who is challenged by substance use and legal system involvement points to frequent contact with Courtney as the most helpful intervention that has been tried. Another youth who initially refused to even come out of his bedroom due to intense anxiety around change and new environments, is now willing to work with a skill development provider on doing and trying new things. A parent whose child had been in services for many years had historically avoided our phone calls and would resist active participation in her child's services. She is now engaged, participating, and feels helped and supported by Courtney's involvement."*

*"We are lucky to have Courtney in Community Treatment and appreciate her and all she brings to our team!"*



**Congrats Courtney!**



### REMINDER: PLEASE FINISH YOUR UKG LEARNING MODULES!

New modules were assigned in UKG Learning. Finishing modules is required by all staff. We are hoping for a 100% completion rate at the end of the year. But don't wait! Please take time to log into UKG Learning and finish your modules today!



### SAFETY REMINDERS Please Slow Down, Stay Safe in Parking Lots!

When you're driving in our parking lots, a lot is going on. The weather is still nice, so people are walking around, cars are moving in and out, and there are deliveries and visitors at all our facilities. That's why it's super important to be careful. We have recently received some complaints about parking lot speed. So, let's all slow down when we're driving in parking lots to keep everyone safe!



Looking for NCHC Swag?  
Visit the  
*Swag shop.*

[www.norcen.org/SwagShop](http://www.norcen.org/SwagShop)





# WHAT'S FOR LUNCH?

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

MONDAY – FRIDAY

WEEKENDS

Grab-N-Go 8 am – 6:30 pm

The Employee Cafeteria is Closed.

Lunch 10 am – 2 pm

Soup, Salad Bar & Hot Food Bar

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

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

## Daily Hot Sandwich Menu

FEATURING DAILY SPECIALS LIKE GRILLED BEEF & CHEDDAR, CHEESEBURGERS, BBQ SANDWICHES, TUNA MELTS, PIZZA & MORE!!

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

## OCTOBER 7 – 11, 2024

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Cheesy Meatloaf Baked Winter Squash Wax Beans	Boiled Dinner Green Beans Dinner Roll	Turkey & Dumplings Mixed Veggies Dinner Roll	Creamy Swiss Steak Baked Potato Parslied Carrots	Catfish Nuggets Roasted Sweet Potatoes Broccoli Cuts
SOUP	Cream of Potato Soup	Cream of Broccoli	Texas Tomato Soup	Taco Soup	Split Pea Soup
SANDWICH	Grilled Ham & Cheddar or Swiss	Breaded Chicken Tenders	Bacon Cheeseburger	BBQ on a Bun	Tuna Melt
DESSERT	Cherry Delight	Blueberry Blondie	Cherry Cake	Cinnamon Baked Apples	Pumpkin Fluff

## OCTOBER 14 – 18, 2024

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







# 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 ACCOMODATE STAFF BREAKS

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



## SPECIAL OF THE WEEK

### *Parmesan Panini*

BREADED CHICKEN | MOZZARELLA CHEESE  
MARINARA SAUCE | BASIL

## LATTE OF THE WEEK

### *Butter Toffee Latte*

Espresso and steamed milk paired with  
butterscotch & vanilla.

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



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

### *Ice Cream*

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



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

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

#### PICK YOUR BREAD

CROISSANT | BAGEL  
ENGLISH MUFFIN

#### PICK YOUR MEAT

HAM | SAUSAGE | BACON