



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH LANCE LEONHARD

As Thanksgiving approaches, it offers us a special opportunity to pause and reflect—not just on our accomplishments, but on the people who have made those achievements possible. I am deeply grateful for each of you and the unwavering dedication you bring to our shared mission. Your work makes a meaningful difference in the lives of those we serve, and it's a privilege to partner with you in this effort.

This season of reflection also fills me with excitement for what lies ahead.

One thing I'm particularly thrilled about is the impending completion of our multi-year renovation project at the Lake View Campus. By the end of April 2025, Marathon County's Administration, Finance, Human Resources, Conservation Planning & Zoning, Veterans Services, and UW Extension Departments, and the Aging & Disability Resource Center of Central Wisconsin will join the existing county and NCHC teams at the campus.

This is more than a logistical move—it's a reflection of our shared commitment to collaboration and innovation. By bringing these teams together on one campus, we will enhance our ability to serve the community effectively, creating synergies that align with the values that define our organizations and guide our work.

For Marathon County, those values include service, integrity, quality, diversity, shared purpose, and stewardship—principles that drive us toward our vision to make Marathon County the healthiest, safest, and most prosperous county in the state. North Central Health Care's Core Values of **Dignity, Integrity, Accountability, Partnership, and Continuous Improvement** inspire a culture of compassion and excellence while we work to enrich and fulfill the lives of others and ourselves. For both our teams, our values and our visions are not just words; they shape our decisions and actions every day.

As we look forward to this exciting new chapter on the Lake View Campus, let us continue to lean into these shared values. They are the foundations that will guide us in strengthening relationships, overcoming challenges, and creating a brighter future for the individuals and families we serve.

Thank you for all that you do. I wish you and your loved ones a joyful and peaceful Thanksgiving. Together, we have much to be proud of—and even more to look forward to.

Warm regards,

Lance Leonhard
Executive Committee Member
Marathon County Administrator



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EMPLOYEE SHOUT OUT!

Merry Malone, Accounting

Merry is always available to lend an ear or a helping hand. I really enjoy working with her!

Shared By:
Jill Nelson

Occurrence Reporting Hotline

x4488 or 715.848.4488

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



Thanksgiving Holiday Reminders

Our Offices will be closed on Thursday, November 28 and Friday, November 29.

Thank you to all those working over the holidays in our 24/7 programs.



PARKING LOT REMINDERS

Please Keep Sidewalks Clear for Snow Removal

A friendly reminder to please keep sidewalks clear by making sure your vehicle is not parked over the edge of curbs or in the sidewalk itself. As snow is inevitable, the facilities teams are unable to keep sidewalks clear with snow removing equipment if vehicles are parking over the curbs, like shown in the photo above. Thank you for keeping sidewalks clear as winter approaches. Be safe!



NCHC COURIER DELIVERY

Thanksgiving Week Schedule Reminder

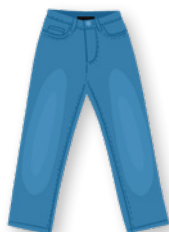
The NCHC Courier Service running to/from Antigo and Merrill from Wausau will run on Wednesday, November 27th during Thanksgiving week. Please plan accordingly.



Get Cozy!

Wear Jeans & Your Favorite Fall Flair

All Week – November 24-30!



UKG Pro Classic

UKG Pro

UKG PRO MOBILE APP

Discontinue Use of UKG Classic App

Support for the UKG Pro Classic mobile app will be discontinued, effective January 1, 2025. Please make sure to uninstall the old UKG Pro Classic app, and install the new UKG Pro app. If you need additional assistance or have questions, please contact the HelpDesk at 715.261.6710 or you can enter a TAG request online.



WELCOME THESE *New Employees* TO THE TEAM!

These employees were welcomed at Orientation in November!

Mount View Care Center



Omar Sey – CNA

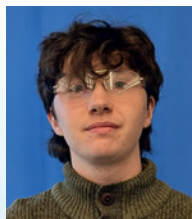


Julie Wichman
– Life Enrichment
Assistant



Sadie Fictum –
Dietary Aide

Pine Crest



Austin Rothe –
Weekend Warrior
CNA



Felicia Faulks
– Hospitality
Assistant



Ellian Slozes –
Dietary Aide

Safety & Security



**Terrell
Zurakowski** –
Safety & Security
Officer



Chet Elliott –
Safety & Security
Officer

Crisis Services



Leslie Burcham –
Central Scheduler



Bronson Lobato
– Crisis
Professional

Youth Behavioral Health Hospital



Paige Kuphal –
Behavioral Health
Professional

Adult Behavioral Health Hospital



Monique Fox –
Quality Improvement
Specialist

Housekeeping



Betsy Rutz –
Housekeeping Aide

*We are so excited to have
you on our team!*





NORTH CENTRAL HEALTH CARE

SNOW PROTOCOL

Priority Entrances & Winter Parking

PRIORITY ENTRANCES

All marked entrances/exits have been designated as priority snow removal areas. For your safety, please use these entrances/exits after a snowfall as they will be less hazardous. Priority entrances include:

- Marshall Street, Suite A
- Mount View Care Center, Suite B
- Aquatic Services, Suite C
- Crisis Center, Suite D
- Employee Entrance, Door 55
- 2370 Marshall Street
- 2380 Marshall Street



WINTER PARKING - 3RD SHIFT

For those working 3rd shift on the Wausau Campus, please continue to park in the front rows marked in yellow during winter months. This will allow for effective snow removal.

First and second shift have no parking restrictions.



PINE CREST NURSING HOME

SNOW PROTOCOL

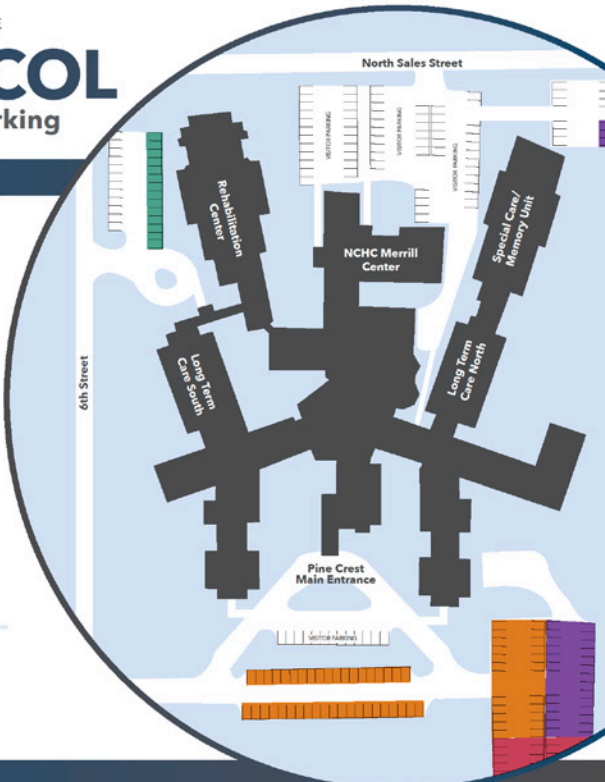
Designated Employee Winter Parking

ASSIGNED PARKING

To ensure timely and effective snow removal and parking lot salting, Pine Crest is initiating assigned winter parking areas based on shift.

The back half of the employee parking lot will be closed during the winter months.

- AM SHIFT PARKING
- PM SHIFT PARKING
- NOC SHIFT PARKING
- PARKING LOT CLOSED FOR WINTER



WINTER PARKING

NCHC Parking Maps & Protocols for Winter

Today, the snow started falling, which triggers our notices for winter parking reminders! Attached you will find NCHC winter parking protocols at the Wausau Campus and Pine Crest. Following parking protocols for winter helps our facilities teams remove snow efficiently, effectively, and safely. Please review the maps with your teams now before large amounts of snow arrive. Your Partnership and Person-Centered Service is greatly appreciated.

Be prepared in your department for outages, late arrivals, and cancellations due to weather. Review with your teams what you would do in the event of an outage or cancellation.

SEASONAL LOT CLOSURE

Due to winter icing issues, the back half of the Employee Parking Lot will be closed during the winter months.



Ascension EAP


WISHES YOU A JOYOUS THANKSGIVING!

As we move through this season of change and Thanksgiving please know we are grateful for you!


If you find yourself struggling with change in your life or are having a hard time finding the things to give thanks for EAP can help.

Call us! 1-800-540-3758
 Email us: eap@ascension.org
 Find resources on our website: www.ascensioneap.org





North Central Health Care EMPLOYEE VACCINATION PROGRAM



Thank you to all the employees who received influenza and covid vaccinations this fall and to all those who completed the participation requirements of NCHC's Vaccination Program. Our residents, clients, patients, and your coworkers thank you! The influenza and covid vaccinations were offered to all staff at all locations. Employees are not mandated to receive the vaccinations; however all staff are required to participate in the Employee Vaccination Program by completing the necessary forms to receive or decline the vaccinations.

REMINDERS:

- Did you receive your vaccinations outside of NCHC or decline one or both vaccinations? Forms are still required to be completed.
- Please be sure to get proof of vaccination and/or your declination forms to Renee Erickson in Employee Health **by November 30th**.

What Forms Do I Need to Complete to Meet My Requirements?

Each employee must complete the following forms and turn into Renee Erickson in Employee Health on the Wausau Campus:

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

Please reference these important Vaccine Information Statements issued from the CDC regarding vaccinations. Influenza VIS | Covid VIS

If you are still interested in receiving vaccinations at NCHC or you have questions, please contact Renee Erickson at 715.848.4396 or rerickson@norcen.org.

Forms and FAQ's are available online 24/7 at www.norcen.org/ForEmployees



PHOTO OF THE WEEK



BELIEVE IN YOURSELF

The quote attributed to Theodore Roosevelt, "believe you can and you're halfway there," is one that is also found in inspiration on a rock outside the entrance at Lakeside Recovery. The rock is a reminder for all who read it, that believing in yourself can make all the difference in overcoming challenges and achieving your goals. It serves as a symbol of hope and resilience, encouraging everyone to take the first step with confidence and determination.



NCHC Holiday Giving Program

Do You Want to Give Back to Those We Serve?
Join Our Holiday Giving Program!

NCHC and Mount View Care Center provide holiday gifts to many residents and clients over the holiday season totaling gifts for 406 individuals. NCHC is able to provide this amazing opportunity for those we serve because of generous donations from our staff and community. If you are interested in adopting a resident or client this season, please reach out to our Volunteer Services Department at x4450 or volunteer@norcen.org. You will be provided with a first name(s) and wish list(s). There are many individuals still waiting to be adopted this Christmas. Thank you for making the season bring for all those that we serve.

- Your Volunteer Services Team



A Monthly Gab Session with Executive Director, Gary Olsen

Naly Kue and Kristy Lemmer with Gary Olsen



NOVEMBER GAB SESSION:
FOOD SERVICES

Inspired by Core Values
& Committed to
Person-Centered Service!



North Central Health Care

HOLIDAY DONATION SUGGESTIONS

Below are donation suggestions for clients and residents of North Central Health Care. These items will directly benefit individuals and families receiving services. Donations will be delivered to Mount View Care Center, Group Homes, Community Treatment for Children and Adults, Behavioral Health Hospitals (Youth & Adult), Crisis Stabilization (Youth & Adult) and Outpatient clients in Wausau, Merrill and Antigo.

**Items with an asterisk are most needed.*

Personal Items

- Wallets and Coin Purses
- Sweat shirts - all sizes: S - 4XL
- WARM winter gloves and mittens*
- Winter caps and scarves
- Sweat pants* (S - 4XL)
- Men's Undershirts, Underwear* - S - 4XL
- Women's Underwear* - S - 4XL
- Costume jewelry*, necklaces especially with long chains
- Rubber soled slippers only - all sizes
- Baseball Caps
- Fleece blankets
- Reading Glasses (Variety of Powers)

Toiletries

- Body wash*
- Shampoo & conditioner*
- Hair accessories (brushes, barrettes, hair ties, rattail combs)
- New Make-up (lipstick, ChapStick, etc.)
- Men's shaving items*
- Hand Cream* - small or medium bottles only
- Deodorant* (predominantly Men's)
- Nail Polish*, polish remover, cotton balls
- Toothbrushes & Toothpaste*
- Cologne* for men and women or Aftershave
- Disposable Razors* for men and women
- Feminine Napkins/Tampons
- Small bottles of dish soap or bleach
- Kitchen Sponges
- Laundry detergent and fabric softener sheets
- Cleaning Supplies

Paper Products

- Paperback Bibles (Large print or soft sided)

Unique Suggestions

- Sewing kits
- Anything Green Bay Packers, Badgers, Brewers, Bucks
- Cans of Soda (caffeine-free only)
- Small packages of snacks, gum and candies (sugar-free or regular)
- Gift Certificates to McDonald's, Subway, Walmart, Kwik Trip, Target, Gas Cards, etc.
- Kitchen dish towels
- Sunglasses
- Towel sets: 1 bath towel, 1 hand towel, 2 wash cloths
- Boxes of Chocolates (must be sealed)
- Movie Theater Gift Cards
- Insulated Mugs

Recreation/Craft

- Colored construction paper*
- New 100-300 pieces or less Puzzles or therapeutic puzzles with large pieces*
- Word Search* and Crossword Puzzle Books*
- Adult Coloring Books
- Colored pencils, markers, crayons
- Trinkets (almost any small object) for Bingo prizes
- Inexpensive canvases (all sizes), art paint & brushes
- Glue or glue sticks*
- Tissue Paper
- Decks of Cards (new)
- Pony Beads
- Pens or Pencils
- Christmas Gift Bags for Wrapping (Medium & Large)
- Christmas Wrapping Paper
- Journals

Interested in adopting a client or creating a Giving Tree at your organization or business for the holidays?

Please, contact the NCHC Volunteer Office at
715.848.4450 or **volunteer@norcen.org**

Thank You For Your Generous Support!



North Central Health Care and Aspirus Women's Health have teamed up to offer your annual mammogram right onsite!

January 17, 2025
May 23, 2025
June 13, 2025
July 18, 2025

Appointment is required



3D mammography is available and covered by North Central Health Care's Health plan benefits.

- Note: You will need 3D CPT codes: screening mammogram 77067 and 77063

For an appointment call Aspirus Central Scheduling at 866.672.5133, option 1, then option 1 again. Tell the receptionist you want a **North Central Health Care Mobile Mammo unit** appointment. An order from your health care provider is not needed. Patients under 40 years of age will need a recommendation and order from their primary care provider to receive this benefit.

You will be asked to provide:

- The name of your physician or nurse practitioner to receive results
- Insurance information
- The location(s) of your prior mammograms



WOM 154p (1.7.19)

ConditionCare

The support you need to feel your best



I liked getting calls from the ConditionCare nurses. They checked on me to find out if I was on the right track. I appreciated talking with everyone, and they were very professional.
— ConditionCare participant

Take control of your health today

A little help can make a big difference when you or a family member has:

- Asthma
- Chronic obstructive pulmonary disease (COPD)
- Coronary artery disease (CAD)
- Type 1 or 2 diabetes (pediatric or adult)
- Heart failure

That's where ConditionCare comes in. This no-cost health and wellness program provides:

- Access to nurses who can answer health questions.
- Support from care managers, nurses, dietitians, and other healthcare professionals to help you reach your health goals.
- Educational guides, and tools to help you learn more about your condition(s).

To find out more about the ConditionCare program, call us at 866-962-1070.



We're here for you

Sign up for ConditionCare in just a few minutes. Call us at 866-962-1070 to learn how this no-cost program can help you take care of your health.



Anthem Blue Cross and Blue Shield is the trade name of Blue Cross Blue Shield of Wisconsin (BCBSWI). Compare Health Services Insurance Corporation and Wisconsin Collaborative Insurance Company (WCIC) is not a member of Anthem Insurance Companies, Inc. Anthem is a registered trademark of Anthem Insurance Companies, Inc. MMW51333A MP00 08/2023

KNOW YOUR ABCs

ESSENTIAL TIPS FOR DIABETES MANAGEMENT



A

A1C TEST

Average blood sugar level over last 3 months. Goal = <7%.

B

BLOOD PRESSURE

Elevated blood pressure with diabetes increases the risk of heart attack and stroke. Goal = <130/80mmHg.

C

CHOLESTEROL

Elevated cholesterol, especially high LDL (bad cholesterol) and low HDL (good cholesterol), with diabetes increase risk for heart attack and stroke.

S

STOP

Stop smoking or do not start. Tobacco use increases the risk of diabetes complications.



TRIA HEALTH IS HERE TO SUPPORT YOU

Tria Health® is a free and confidential benefit available through your health plan. At Tria Health, we're here to make managing diabetes simpler and more effective. Our team of pharmacist are diabetes expert. They are dedicated to guiding you through your ABCs and offering personalized support every step of the way.

WHY PARTICIPATE?

Active participants will receive:

- Up to \$150 by attending three pharmacist consultations within a 12-month period
- Free blood glucose meter & testing supplies
- Free blood pressure cuff



READY TO TAKE YOUR FIRST STEP?

Call 913.322.8456
or Visit www.triahealth.com/schedule



MCECU'S HOLIDAY LOAN SPECIAL

7.95% \$10,000+	8.95% \$5,001 - \$10,000	10.95% UP TO \$5,000
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CALL TODAY 715-261-7680

MARATHON COUNTY EMPLOYEES CREDIT UNION
**PROMOTION VALID FROM 11/01/2024 UNTIL 01/31/2025.
APRS ARE AVAILABLE FOR BORROWERS WITH CREDIT SCORES OF 680 AND ABOVE, AND ONLY FOR NEW MONEY BORROWED FROM MCECU. SCORES UNDER 680, ADD 1.00% TO THE RATES. LOANS UNDER \$1,000 HAVE A MAXIMUM TERM OF 24 MONTHS. LOANS \$1,001 TO \$10,000 HAVE A MAXIMUM TERM OF 36 MONTHS. LOANS \$10,001 TO \$20,000 HAVE A MAXIMUM TERM OF 48 MONTHS. LOANS \$20,001 AND ABOVE HAVE A MAXIMUM TERM OF 60 MONTHS. ALL LOANS ARE SUBJECT TO MCECU'S NORMAL UNDERWRITING REQUIREMENTS. NEW MEMBERS MUST BE ELIGIBLE FOR MEMBERSHIP



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.

NOVEMBER 25 – 29, 2024

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	NCHC Ranch Pork Medallions Baked Yams Mixed Veggies	Chicken Lasagna Zucchini & Tomatoes Bread stick	Baked Fish Cheesy Potatoes Seasoned Cabbage		
SOUP	Turkey Dumpling Soup	Taco Soup	Beef Noodle Soup		
SANDWICH	Hamburger with Fried Onions	Monte Cristo	Homemade Pizza		
DESSERT	Banana Split Dessert	Frosted Banana Bar	Caramel Apple Crisp		
				Cafeteria Closed for the Holiday	
				The Bistro will be Open	

DECEMBER 2 – 6, 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 Biscuit	Creamy Swiss Steak Baked Potato Parslied Carrots	Catfish Nuggets Roasted Sweet Potatoes Broccoli Cuts
SOUP	Cream of Potato Soup	Cream of Broccoli Soup	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





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

Italian Panini

TURKEY | HAM | SALAMI | BANANA PEPPERS
PROVOLONE | ITALIAN DRESSING

LATTE OF THE WEEK



Maple Cinnamon Latte

Espresso & steamed milk paired with maple syrup and cinnamon for a can't miss seasonal latte.

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

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

Ice Cream

ICE CREAM CONE1.50

ICE CREAM SUNDAE2.25



- build your own -

BREAKFAST SANDWICH

EGG + CHEESE3.00

EGG, MEAT + CHEESE4.00

PICK YOUR BREAD

CROISSANT | BAGEL
ENGLISH MUFFIN

PICK YOUR MEAT

HAM | SAUSAGE | BACON