



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

This week marks our Employee Holiday Spirit Week, a special time for celebration and connection at NCHC. Our Communications Team, along with Food Services and Transportation have thoughtfully planned a week filled with fun activities, festive events, and a delicious meal for everyone to enjoy. This week is also an opportunity for me, alongside the Senior Leaders, Directors, and Managers, to express our heartfelt gratitude for your dedication and commitment to NCHC.

On Wednesday, management will have the privilege of serving you chili and personally thanking you for the incredible work you do. This gesture is a small token of our appreciation and a reminder of one of our CORE Values—Partnership. The partnership between management and staff is vital to the success of our organization, and this week highlights the strength of that collaboration.

As we enter the holiday season, I want to take a moment to acknowledge the exceptional Person-Centered Service you provide to those we serve. Your compassion and dedication make a meaningful difference every day.

From my family to yours, I wish you a very Merry Christmas filled with joy and love, and a Happy New Year that brings health, happiness, and safety. Thank you for all that you do to make NCHC a remarkable place to work and serve.

Gary D. Olsen

Gary Olsen
Executive Director

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2024 Employee
Holiday Celebration!
CHILI DINNER
Wednesday, December 11
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EMPLOYEE SHOUT OUT!



Natalie Montes, Security

Thank you for last minute being willing to come in on your day off for 2 hours to be a teamplayer when it was chaos & busy!

Shared By: Sam Steppert



Occurrence Reporting Hotline
x4488 or 715.848.4488



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



EMPLOYEE HOLIDAY
Spirit Week!
 December 9–13, 2024

All NCHC Employees are invited to join in the Holiday Spirit and participate in this fun week of seasonal fun and festivities!

- MON 9** *Merry Monday*
Wear holiday colors of red and green.
- TUES 10** *Twinkling Tuesday*
Wear holiday bling and dress like a tree: glitz, glitter, and garland.
- WED 11** *Ugly Wednesday*
Wear your ugliest holiday sweater.
- THUR 12** *Thermal Thursday*
Bundle up and get out the flannel, puffer jacket, gloves, and hat!
- FRI 13** *Fantastic Friday*
Wear any NCHC shirt and jeans paired with a holiday hat!

Chili Dinner!
All staff. All shifts. All locations.

JEANS All Week!

Happy Holidays!



NCHC HOLIDAY CLOSURES

Our NCHC Business Offices will be closed on the upcoming dates:

- Tuesday, December 24
- Wednesday, December 25
- Tuesday, December 31
- Wednesday, January 1

NEWS YOU CAN USE NOTICE

The final 2024 issue of *News You Can Use* will be December 16. Issues will resume on January 6.

PHOTO OF THE WEEK



Merry Monday

From Accounting, IMS and Patient Financial Services!





2024 Employee

Holiday Celebration!

CHILI DINNER

Wednesday, December 11



All North Central Health Care employees are invited to enjoy a wonderful Chili Dinner complemented with cheese, relishes, bread, dessert, and a beverage. Even if you are not working this day, please stop in and share a delicious meal with your colleagues.

LUNCH SERVED 10:30 am – 1:30 pm	SUPPER SERVED 4 – 6 pm	NIGHT SHIFT 1 – 2 am* (Dec. 12)
<ul style="list-style-type: none"> • Wausau Campus Cafeteria <i>Self-Serve from 1:30 – 4 pm</i> • Pine Crest Employee Lounge (Lower Level) <i>Serving All Merrill Center & Pine Crest Staff</i> • Antigo Center <i>Served 11:30 - 1:00</i> 	<ul style="list-style-type: none"> • Wausau Campus Cafeteria • Pine Crest Employee Lounge 	<ul style="list-style-type: none"> • Chili Dinner Delivered to 24/7 Programs <i>* Watch for details from your manager. Times may vary.</i>



Happy Holidays to Our Entire Team!



Scrub Sale!

Tuesday, December 17

1:00pm - 03:00pm

PINE CREST STAFF ENTRANCE

Payroll Deduction - Cash - Credit Card

CUREOLOGY
 Introducing **Cureology** by Koi
 Koi's newest collection brings ultra soft, 100% polyester stretch fabric with advanced moisture wicking

NOW AVAILABLE



Sign-up to get email reminders and a coupon to use on our next visit!

Scan the code with your phone:



Can't scan the code above? Go to scrubsonwheels.com/remind-me and use the code below to sign up:

W9BJ27M

Long Sleeve Tees
 NOW AVAILABLE




Phone: 866-727-8273

Fax: 574-970-0382

www.scrubsonwheels.com



Ascension

Ascension WI EAP
Presents Lunch
& Learn Series

December 2024

Employer Solutions

A MESSAGE FROM OUR EAP

NCHC's Employee Assistance Program will be hosting the last Lunch & Learn for 2024 which features the topic "Grief at the Holidays." This time of year is magical and yet it can remind us of those who have passed and are no longer with us to enjoy these special times. Those feelings can be overwhelming and that is where this presentation can help by sharing ways to navigate and cope with the grief and stress.



WHAT: Grief at the Holidays

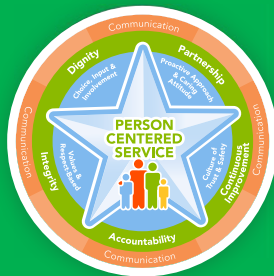
Self care, traditions, delegating tasks, boundaries, and hope.

WHEN: Wednesday, December 11th, 2024

12:00-1:00 PM CST, No sign up required, just click the link below to join the Lunch & Learn virtually.

WHERE: Online <https://bit.ly/Dec24EAP>

December 2024 Organizational Learning Modules



TRAININGS HAVE BEEN ASSIGNED

Log in to UKG Pro Learning and complete the following courses:

- **Leading Learning – Health and Safety at Work 1.0 (15 minutes)**
- **Emergency Preparedness**
- **2024 (30 minutes)**
- **Complete any outstanding assignments**



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!



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

We still have 69 people that need to be matched up with a Holiday Program Giver!

NCHC and Mount View Care Center provide holiday gifts to many residents and clients over the holiday season totaling gifts for 406 individuals. NCHC can provide this amazing opportunity for those we serve because of generous donations from our staff and community.

If you are interested in providing a gift for a resident or client this season, please email the Volunteer Services Department or call at x4450. We will provide you 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 bright for all those that we serve..

- Volunteer Services

NCHC Holiday Giving Program



TRIA HEALTH® A BENEFIT FOR YOU & YOUR FAMILY

PHARMACY ADVOCATE PROGRAM

Private, confidential conversations with a health coach (Tria pharmacist) over the phone. Primary goals of the conversations:

- Make sure your medications are working as intended
- Help you save money
- Answer questions you have about your health
- Coordinate care with your doctor(s)

GET DISCOUNTS BY PARTICIPATING

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

SCHEDULE TODAY!

CALL: 913.322.8456

VISIT: WWW.TRIAHEALTH.COM/SCHEDULE

WHO SHOULD PARTICIPATE?

Employees, spouses and dependents who have the following conditions and/or take multiple medications:

- Diabetes
- Heart Disease
- High Cholesterol
- High Blood Pressure
- Mental Health
- Osteoporosis
- Asthma/COPD
- Migraines



Marathon County Employees Credit Union

Holiday Hours

Thursday Nov 28	CLOSED
Friday Nov 29	OPEN
Tuesday Dec 24	CLOSED
Wednesday Dec 25	CLOSED
Tuesday Dec 31	OPEN
Wednesday Jan 1	CLOSED

Merry Christmas and Happy New Year From All of Us at MCECU!



FrontLine

Frontline | December 2024

Employee Assistance Program | ascensionwieap.org | eap@ascension.org | 800.540.3758

Family Communication in Turbulent Times

As the holiday season approaches in the wake of a contentious national election, navigating difficult political discussions with family members might be challenging. But there are practical strategies to maintain peace and harmony. You can stay calm, set boundaries, and focus on connection rather than conflict so you preserve the joy of family time. Key strategies to get through a mixed gathering unscathed include working to steer conversations toward shared values or neutral topics in order to prevent conflict. A key rule is to prioritize your mental well-being and the overall harmony of your gathering. Not every statement needs correction or response, and sometimes the best way to keep the peace is to let an offhand remark slide. Ask yourself if engaging in a debate will lead to a productive outcome or just more tension. With a bit of mindfulness and focus on what truly matters, be determined to create a holiday experience filled with warmth, understanding, and cherished memories.



Parenting Tips to Help Teens Avoid Sexual Assault

If your kids have started dating, have you had a conversation with them about staying safe and reducing the risk of sexual assault? Don't assume they will come to you after facing a situation they weren't prepared to handle. Even if you believe your relationship with your child is close and trusting, they may be uncomfortable sharing with you because they feel guilt or embarrassment, are afraid of upsetting or angering the assailant and/or fear losing friends, or want to shield you from worry. Proactive communication is essential in ensuring your child understands how to navigate dating safely and recognize potentially dangerous situations. Many advocacy organizations offer parental education and teen guidance for safe dating. Start with the Centers for Disease Control and Prevention (CDC) Preventing Teen Dating Violence page at the link below.



www.cdc.gov/intimate-partner-violence/about/about-teen-dating-violence.html

EAP Help for Coworker Conflicts

Workplace conflicts are normal and can improve productivity when resolved healthfully, but if left unaddressed, they can disrupt workflows and increase stress. Seek help from the EAP to resolve conflicts more quickly, reduce tension, and restore harmony. Here's a bonus: Resolving conflicts through the EAP equips employees with vital negotiation skills. So, instead of viewing conflict as a mere annoyance, consider it an opportunity for growth. Anticipate being provided with tools that can be applied in future situations—or even shared with others. You'll know it's time to visit the EAP if conflict disrupts your focus, increases stress, or produces strain within your team.



Exercise Your Way to a More Positive Mindset

Exercise offers well-known benefits for physical and mental health, but there's another reward worth noting: a brighter, more positive mindset. When you're tired, unmotivated, or tempted to postpone your workout, it's easy to forget how energizing even a short session can be. Regular physical activity triggers the release of endorphins—your body's natural feel-good chemicals—lifting your spirits and reducing stress. The more regularly you exercise, the more likely you are to trigger this effect. Beyond the immediate mood boost, exercise fosters a sense of accomplishment, improving your outlook and building resilience. Remind yourself of this payoff. You may discover that a positive and upbeat mindset is your greatest reinforcement for improving your health through engaging in regular exercise.



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.

DECEMBER 9 – 13, 2024

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Twice Baked Chicken Breast Mashed Potatoes Country Style Green Beans	Lasagna Shredded Lettuce Salad Garlic Toast	Employee Cafeteria CLOSED for NCHC Employee Event	Roast Turkey Gravy Stuffing Corn	Baked Cod Herbed Rice Creamy Coleslaw Rye Bread
SOUP	Hobo Soup	Beef Barley Soup		French Onion Beef Noodle Soup	Chicken Noodle Soup
SANDWICH	Stan's Tacho Bar	Fish Tacos	Bistro Open for Lunch	Homemade Pizza	Taco Bar
DESSERT	Brownie Bottom Cheesecake	Monster Cookie		Banana Strawberry Cup	Cherry Pineapple Dessert

DECEMBER 16 – 20, 2024

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Scalloped Potatoes & Ham Brussel Sprouts	Vegetable Beef Stew Biscuit Creamy Coleslaw	Broccoli Cheese Stuffed Chicken Mashed Potatoes Carrots	Baked Chicken Drumstick Loaded Mashed Potatoes Greene Beans	Baked Spaghetti Breadstick Corn
SOUP	Cheese Chicken Salsa Soup	Chicken Noodle Soup	Cheesy Broccoli Soup	Stuffed Green Pepper Soup	Vegetable Soup
SANDWICH	Reuben/Rachel	Philly Cheesesteak	Chicken Quesadilla	Potato Bar	Hot Dog Bar
DESSERT	Brownie	Bread Pudding & Caramel Sauce	Pudding	Carrot Cake with Cream Cheese Frosting	Rice Krispie Treat





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

American Muffaletta Panini

SALAMI | HAM | PROVOLONE | GARLIC & OLIVE SPREAD

LATTE OF THE WEEK

Peppermint Mocha

Espresso & steamed milk paired with wintery flavors of peppermint and chocolate.

\$1 OFF LARGE LATTES EVERY MONDAY!

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



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

Spread Holiday Cheer
WITH BISTRO BUCKS!

