

Right Here

A Monthly Newsletter for the Staff of MMC



Jason Dylus

President's Message

Dear Staff:

Construction is in full swing on-campus. This is an exciting time with plenty of upgrades that'll be wonderful once improvements are complete. I want to take a moment to thank everyone for their patience during this time and to remind folks to be careful, especially out in the parking lots. Be sure to watch the intranet for any updates about parking and construction zones.

One area we're busy renovating that I'm particularly excited about is the old HSI building. Starting on September 11, we'll be offering an intensive day treatment program for children in grades 1-5. We've hired Steve Kassof as the main psychotherapist and are currently seeking a Behavioral Health Services Tech to fill out the program. While this is a major undertaking, it has been repeatedly identified as a major need in our community and I'm happy to announce we're making strides to meet the mental health needs of our youth.

Speaking of youth, I want to applaud the efforts of Jill Sauld and Cyndi Belanger for organizing and executing the first Castle Guards Teen Health Fair. This was a great event for our community and I'm appreciative of the work they did, along with all of the staff that volunteered at the event.

Looking ahead, there are several additional events coming up that I encourage you to participate in as well. This month is our annual 55+ Health Expo. Next month is our 45th Anniversary Birthday Bash. And in October, we're the title sponsor of the Whistlestop Marathon and Half-Marathon. Watch for additional details about



August, 2017

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**Memorial
Medical Center**

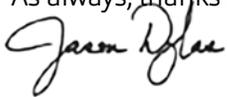
Right here in the place we love.

President's Message, continued from page 1

these events and how you can get involved and show your MMC pride! Also next month, Karen, Kent and I will be hosting another round of forums. Dates are still being finalized but that information will be made available soon. Forums are a great way for me to hear your concerns and share information about what's going on at MMC so please do your best to attend.

Lastly, I don't have a lot of specific updates around the strategic plan. But I do want you to know we have multiple teams working diligently on our priority areas and I'll continue to keep you informed of developments as they occur. Our main focus right now remains orthopedics and a potential retail clinic. I also want to encourage all staff to take advantage of some of the great initiatives and programs being put in place by our True North teams. I hope you are finding time to nominate co-workers for going above and beyond, filling out your passport stamps and sharing photos of your volunteer activities. All of these efforts have potential for great prizes and reflects the hard work of many of your peers.

As always, thanks for the great work you do each and every day!



Jason Douglas

Upcoming Events



VOICES FOR RECOVERY SAFE & SOBER SOCIAL NIGHT

AUGUST 4 • 7 - 10 PM

Bretting Center

Fun and games! Food and beverages! Everyone is invited! \$1 suggested donation at the door.

MMC WALKING CLUB

AUGUST 3 • 4:45 PM

Rehab Services Entrance

The walking club meets the first Thursday of every month. Rain or shine. All are invited.

PARTNERS OF MMC

ALMOST EVERYTHING IS \$6 SALE

AUGUST 10 • 11 AM - 5 PM

AUGUST 11 • 7:30 AM - 1:30 PM

Twin Islands Meeting Room

Products for women, men & children. Great values on fashion, seasonal accessories, jewelry, gadgets, gifts & much more. Open to the public.

THE LAST 2017 EMPLOYEE PICNIC

AUGUST 14

11 AM - 1 PM & 4:30 - 6 PM

Cafeteria

Please note: employee summer picnics will be held in the cafeteria this year; Not in the parking lot. Thanks to Nutrition Services for providing these fun and tasty meals. See you there!

MEDALLION HUNT

JUNE THROUGH AUGUST

Find the medallion while out walking and bring it to HR to receive \$10!

55+ EXPO

AUGUST 16 • 9 AM - 2 PM

Bay Area Civic Center/Bretting Center

Anybody 55 or older, come join us for this annual event featuring a health expo, screenings, food, grand prizes, and more! Bingo from 1 - 2 PM.

MMC 45 YEAR ANNIVERSARY CELEBRATION

SEPTEMBER 7 • 4 - 7 PM

West side of MMC campus

Tours of MMC start at 4 PM. The Farmer's Market will be on site. There will be food, drinks and fun! Bring your children to the Kid's Corner with face painting and activities. We are still looking for volunteers and vendors for this event. See page 6 or check the intranet for more information.

All in the Family

Lori Anderson, Rehab Services attended the Fascial Counterstrain Nerve 1 workshop on July 14 - 16 and received her certificate of completion. She learned about fascial nerve treatment techniques for the head, trunk, & upper extremities. She also learned about using nervous system diagnostic cranial scans to identify dysfunction of the nerve fascial system. Some conditions that can be treated with these techniques include headaches, neck pain, CPRS, shoulder pain, & carpal tunnel.

Compass Check

The official name for Employee Rounding is now Compass Check. Thanks for all of the suggestions from staff, and for your participation in voting on a new title for these important one on one meetings with your supervisor.



Handmade Parade Shirts



Jennifer Kretzschmar, Behavioral Health, made these eye catching shirts by hand for people who participated in the Voices for Recovery float at the Ashland 4th of July Parade. She said it took her 7 hours to complete the 16 custom shirts, and she enjoyed every minute of it. Jennifer says, "People were very proud to wear the t-shirts that said "Doing it Sober". Some volunteers even included their children in the float, to help spread the message of what VFR's mission is: It is never too early (or late) to start educating people about the stigma attached to Drug and Alcohol Recovery and Mental Illness. By including the young, they can help us educate others in our attempts to erase the stigma."

You can show your support for the Voices for Recovery - Chequamegon Bay Chapter by attending the Recovery Day Picnic on September 16, 2017 at Prentice Park from 4 - 7 PM. Everyone is invited. Call Jerry Seitz, Behavioral Health at Ext. 5403 with any questions or like Voices for Recovery - Chequamegon Bay Chapter on Facebook to see all of the latest events and information.



Did you know...

Wisconsin Voices for Recovery is a statewide peer-run movement that brings together people in and seeking recovery, their family members, professionals, and allies.

Go to wisconsinvoicesforrecovery.org to learn more.



Family Birthplace Offers Baby Boxes



MMC is pleased to offer free baby boxes to expecting moms in our community via Baby Box University. Baby Box University is a platform established by The Baby Box Co. to provide expecting and new parents with universal access to educational resources and a support system. Developed in conjunction with leading medical experts, Baby Box University includes short form videos, articles, and 'ask an expert' feature, e-books and more. The Baby Box tradition is credited with helping Finland achieve one of the lowest infant mortality rates in the world, but Baby Boxes are hardly the magical single-layer solution widely portrayed in media.

Pictured above is the first mom to receive a baby box from MMC. Baby boxes offer a simple, beautiful, and safe sleeping space for babies, plus premium baby products to support new parents during this important time. If you are interested in receiving a Baby Box, please visit the Baby Box website: thebabyboxco.com. Create an account, select "Memorial Medical Center" from the drop down menu, watch the videos and print the certificate. Then call **Adele Thomason, Family Birthplace** at Ext. 5332 to schedule a time to bring in your printed certificate to get a Baby Box.

Washburn Teen Health Fair



The first ever Washburn Castle Guards Teen Health Fair was a great success! This was due in part to the hard work and volunteer efforts of many MMC employees & Washburn High School students. Thank you especially to the organizers/originators of the event, **Dr. Jill Sauld, PhD, ER** and **Cyndi Belanger, Cardiac Rehab**. These two dedicated ladies planned the event and volunteered on their days off since March of this year to ensure that all the details were in place.

Over 100 teens & their parents from the Washburn area enjoyed demonstrations from MMC staff on proper stretching, self defense, fat tire biking and more!



Dr. John C. White, ER and **Annette Soborowicz, ER** volunteered their time to perform 27 sports physicals on site for kids who needed the exam in order to participate in sports this fall. The physicals were offered at a flat rate of \$10.



Bad River Health Fair

MMC had 3 booths at the annual Bad River Health Fair on July 28. Family Birthplace of MMC, Physical Therapy, and Northwest Wisconsin Cancer Center of MMC in Collaboration with Essentia Health all attended this event. Thank you to all who participated!



Robotic X-Ray Check Up



Representatives from the Siemens Robotic X-ray System team traveled all the way to MMC from Germany last month to personally follow up on our installation and implementation of the machine. They are very impressed that a rural hospital like MMC is on board with this state of the art equipment.

Pictured here from left to right are **JoAnn Wendt, Radiology**, Michael Zeus, VP, Siemens Healthcare-Germany, Shelby Olson, Siemens Health Care, **Laura Christianson, Radiology**, and Brian Iverson, Delta Medical Systems.

Award of Excellence



We were finally able to track her down! **Lou Ellen Hudack, Pharmacy** received her Award of Excellence certificate in July.

She was nominated by her supervisor and her co-workers for this award in grateful recognition of the outstanding compassion and respect she provides for patients, coworkers and visitors at MMC. Her professionalism, positive attitude and willingness to be a true team player as well as the dedicated hard work she does every day greatly enhances patients' trust and helps make our hospital the very best provider of medical services in our region.

Way to go Lou Ellen!



Volunteers Needed for MMC's 45th Birthday Bash

Capstone Team Wayfinders and the Patient Family Advisory Council are planning a 45th Anniversary Birthday Bash to be on Thursday, September 7 from 4 pm to 7 pm here at MMC.

We're asking for employees to be involved in a number of ways including hosting your department on a hospital tour or volunteering at the event. But, we also know a number of staff sell and/or make items and we'd love to showcase your stuff within our vendor fair.

Right now, we're soliciting MMC employees and their families for the fair. We will extend it to the greater community as space allows. If you are interested in participating, please contact Beth at Ext 5182. The cost is free for MMC staff and their family members. But, we do request you supply your own table, etc. We anticipate having a tent but will confirm with you individually as we get closer to the date.

We hope you will come join us on September 7 and join us in this fun celebration!

Find Your Running Buddy

It's not too late! Log onto the intranet and click the Whistlestop logo to find a fellow MMC staff person to train with.

Administration has generously agreed to refund half of the registration fee for any employee who wants to enter the race. In order to receive your refund, send a photo of you, with your race bib on, to krdeering@ashlandmmc.com.



RECIPE CORNER

By: Meredith Johson, NS

Easy Spinach Dip

This recipe is a simple way to combine nutrition-filled spinach, protein-rich Greek yogurt and refreshingly crisp cucumbers. Spinach not only packs eyesight benefiting vitamins such as lutein, xanthene, and beta-carotene, but is a rich source of vitamin K which helps with blood coagulation. Try this healthy recipe today with homemade pita chips (see recipe below), with a fraction of the salt you would find in bagged pita chips.

INGREDIENTS:

- | | |
|-----------------------------------|-------------------------|
| 4 whole-wheat pitas | ¼ of cucumber, sliced |
| 1 cup fat-free plain Greek yogurt | pinch of salt |
| ½ cup fresh or frozen spinach | ½ teaspoon black pepper |

DIRECTIONS:

Preheat oven to 400°F. Place yogurt, spinach, cucumber, salt, and pepper into food processor or blender. Process until smooth. Place dip into a bowl and refrigerate until chips are done. Cut pitas into 8 wedges. Arrange pita wedges on a baking sheet in a single layer. Spray with cooking spray and sprinkle lightly with garlic powder. Bake for 5 minutes or until light golden brown and crispy. Use the pita wedges to scoop up the yogurt dip! *Recipe Source: Kids Health from Nemours*



Bayfield County Selected as one of Five Pilot Counties to Partner on new Sexual Assault Response Training

In May, Wisconsin Attorney General Brad Schimel announced the Wisconsin Department of Justice has selected five counties to serve as pilot sites to strengthen multidisciplinary responses to sexual assault through sexual assault response teams. Currently, the sexual assault response team includes: Sexual Assault Nurse Examiner (SANE), Law Enforcement, the District Attorney and advocacy groups such as New Day Shelter.

The five counties selected include: Bayfield, Dane, La Crosse, Sheboygan and St. Croix. Memorial Medical Center registered nurse **Andi Manzer, ED** is the region's only Sexual Assault Nurse Examiner and says she's excited about this opportunity. "It is my hope that with additional training and resources, more nurses will become SANE certified and expand our program to better serve the community."

These pilot sites will receive:

- extensive cross training focused on numerous topics including law enforcement response to sexual assaults, advocacy response, role of the sexual assault nurse examiner, responsibility of the prosecutor, etc.;
- assistance in developing, reviewing, revising, and implementing memorandums of understanding, as well as the policies, procedures, and protocols of the SART;
- guidance through creation of a continual sexual assault case review process that results in actionable recommendations focusing on training and policy development;
- guidance through an innovative, evidence-based public health approach to sexual assault.

At the end of this process, pilot sites will be asked to assist in developing best practice tools and training modules for the rest of the state. This will include updating the statewide Sexual Assault Response Team Protocol as well as the Wisconsin Sexual Assault Prosecutor's Manual.



The SART team pictured here left to right: Kim Lawton-Bayfield County District Attorney, John Fangman-Bayfield City Police Chief, Amy O'Donahue-Ashland/Bayfield County Specialized Enforcement, Christa Grande-New Day Shelter Advocate, **Andi Manzer-MMC ED**, Val Westlund-New Day Shelter Sexual Assault Intervention Coordinator, Susan Moore-Red Cliff Family Violence Prevention Advocate
Not pictured: Bayfield County Sheriff Susienka, Bayfield County Sheriff Dept. Investigator McKillip and Investigator Paulsen



Employee Potluck 2017

Despite the Nor'Easter blowing across the bay, staff had a blast at the employee potluck this year. The limbo contest was a hit! We'll be doing it again next year...this time at the END of July. Check out the intranet for more photos and a list of the prize winners.



Bay Days Volunteers

Brenda Eder, Peri-op and **Tracy Morris, IS** helped out with the Little Minnow Run at this year's Ashland Bay Days Festival.

August is National Breastfeeding Awareness Month

Every woman's journey to motherhood is different, but one of the first decisions a new mom makes is how to feed her child. This August's health observance is to empower women to commit to breastfeeding by highlighting new research showing that babies who are exclusively breastfed for six months are less likely to develop ear infections, diarrhea and respiratory illnesses, and may be less likely to develop childhood obesity.

MMC encourages and supports breastfeeding in our hospital and in our community. We have a private room set aside for women who need to breast feed their baby or express their breast milk while working. Located next to the Family Birthplace unit labeled "LACTATION SERVICES", This space offers a comfortable room and chair to sit on, a medela double electric pump (you provide your own tubing, flange, etc.), a sink to wash your hands and equipment, and breastfeeding resource and reference reading material. It is open 7 days a week, 24 hours a day, and is accessible only by keypad.

If any MMC staff are interested in using this room, please call the Family Birthplace at Ext. 5330 and ask for the code to get in the breastfeeding room.

If you have any concerns or questions regarding using the room, breastfeeding, milk supply, pumping, etc., please call **Lee Ann Frey, Family Birthplace** or **Adele Thomason, Family Birthplace** at Ext. 5338.



True North in Action

A lot has happened since Capstone Leadership Solutions arrived at MMC in January. With their guidance on “make this your own” and to blend with the organization’s overall strategic plan, MMC has rebranded this initiative to be **True North: People**. Two True North goals were established back in January. Here is a list of accomplishments made toward those goals since then.



Goal One: Inspire effective leadership strategies to enhance the patient and employee experience

Thus far, leadership training has included:

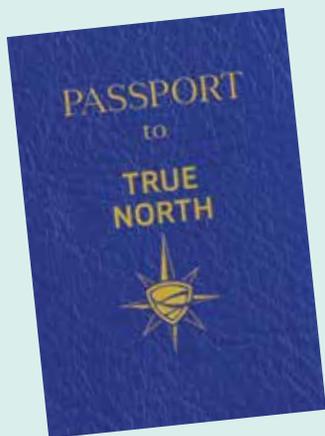
- Lean Methodology
- Daily Safety Huddles
- Employee Rounding
- Goal Setting/Use of Pillar Boards (Starts this month)
- Change Management
- Accountability
- Presentation Skills
- Resiliency

Goal Two: Achieve excellence through the implementation of evidence-based, high performance work practices through leader-led, employee driven teams.

Thus far, leader-led, employee driven teams have or are working on these initiatives toward excellence:

- Refresh of C-I-Care
- Managing Up
- Quiet Campaign
- Understanding PressGaney Results
- Refresh behavioral standards
- CEO/Employee Forums
- Employee Recognition and Appreciation
- Selection of employee engagement survey
- Daily Safety Briefings
- Banning Blame
- Nursing Bundle – use of teach back and whiteboards, Nurse’s Week activities
- Employee training – 85% physically present!
- Passport to True North
- Community visibility / volunteerism

This is a tremendous accomplishment in just six months! Great work!!



Don't forget to have your passport stamped four times in 2017 to be entered into a drawing to win one of two \$500 cash prizes!

Passport Program information and the list of approved volunteer events is posted on the intranet under the Pathfinders page in the True North section.

If you already know the rules and need to get a stamp, bring your passport to any of these Pathfinders team members:

- Mike Caven, Cardiopulmonary
- Deb Swader, Education
- Anne Leafblad, Human Resources
- Karen Belany, Behavioral Health
- Karen Earley, Nursing Administration





STAR

Service

Teamwork

Accountability

Respect

Every encounter,
every person,
every time.



**Memorial
Medical Center**

Right here in the place we love.



MMC artists show off their completed projects from the Mixed Media Painting for a Cause fundraiser for the MMC Alzheimer's Team. The workshop was led by **Brandy Craig, SS**, Pictured here on the far right. All proceeds went to the Alzheimer's Association.

Got Photos?
Submit them to *Right Here!*

We'd love to highlight the photos you're proud of. Send us your best photo of volunteering in our community or some of your favorite milestones of you and your family.

Email your pictures as JPG files to krdeering@ashlandmmc.com