

# THE INSIDER

February 13, 2009

## Dove Healthcare South Project Update

*Jim Deignan*

As many have undoubtedly noticed by now, we are moving quickly on our new facility construction on the south side of Eau Claire. Many people are curious as to where we are at with the project, and while I am able to share a bit with staff at NEO every other week, I will begin to use our payroll memo to share updates with staff on a routine basis.

What started several years ago as an idea on how to do more of what we do well is now taking shape on Hwy 93 across from Saturn. After purchasing the former Unity Health and Fitness building and land, as well as two houses bordering that property to the west on London Rd over the past 18 months, we began demolition of the then existing structures last summer. Then, construction began in the Fall, and today about 50% of the structure is framed and roofed. Our plan is to continue to move contractors through the facility area by area, finishing the framing and roofing at the northern end this spring. Interior and exterior work will follow, with a plan to open by the end of August if all goes as planned.

Our new facility will consist of 50 private rooms situated in three separate "neighborhoods", each with 16-17 "households". Each of the neighborhoods will have its own spa with tub and shower, and there will be two dining areas serving the three neighborhoods. Unique features of the new facility besides it having all private rooms is there will be no nurses' stations (meds will be stored in the residents' rooms), no med carts, several outdoor courtyards, walking trail around the facility, bistro, and a state of the art rehab gym with a warm water therapy pool.

Our aquatics program will feature a 9'x12' pool with a floor that fully raises to the surface and fully operates as a treadmill at any depth desired. It is truly an amazing feature of our new gym as we will be able to begin therapy sooner using the effects of buoyancy on joints, resulting in discharges home faster than typically possible.

I have begun our staffing plan by hiring various individuals in specific positions, like Bryan Bee, our new administrator for Dove Healthcare South. During the next many months, we will be looking to hire 50-80 new staff depending on the PT/FT mixture we attract. I am excited about this growth, especially knowing how fragile the economy is with so many people experiencing job loss these days.

I am also thankful to everyone in our organization for helping us be successful on a large scale so Tommy and I can make a project like this become reality. Please continue to do what you do best for us, and collectively we will surely succeed in our next venture while maintaining our excellence we have elsewhere.

## WELCOME

New Employees to Dove  
Healthcare & Orchard Hills

Patrick Wickham	Libbie Watkins	Sarah Bossany	Amber Groshek	Janice Derhaag
Kellie Killian	Shayla Glaza	Danielle Priem	Ashley Lauer	Katja Seitz
Lexis Suzan	Kim Powers	Dan Nowak	Sophia Felland	Sheng Xiong
Luann Gaede	Sandra Fawcett	Lynda Severson		

## Notes from Bobby's Desk

### Stress Relief Tips

Stress is a part of everyone's life. It can be a good thing-a little stress can heighten your senses and productivity. However, too much stress can create or worsen physical and emotional problems. You can manage your stress through a healthy lifestyle and some tension reducing activities. Here are just a few ideas...

- Talk things out. Don't hold in feelings of anger, joy, hurt, sadness and excitement.
- Exercise regularly. Aim for at least 30 minutes most days of the week.
- Eat right. Foods high in protein, vitamin C, B vitamins and vitamin A protect us from the effects of stress.
- Avoid alcohol and drugs for a stress cure.
- Develop a positive, realistic attitude.
- Work at managing your time.
- Learn to unwind with music, meditation or visual imagery.
- Develop a support system.
- Get enough rest each day.

It is helpful to know how to recognize the symptoms of stress before you crumble under its effects.

Are you skipping meals or eating on the run due to lack of time?

Are you often feeling run down and/or too tired to exercise?

Are you experiencing frequent illness?

Are you experiencing trouble falling asleep or staying asleep?

Do you have problems saying no?

Are you eating, drinking or smoking when you're nervous?

Are you feeling out of control of your life?

Too many yes answers can indicate that stress has taken over your life. It is time to take some action before you become a member of what is commonly called the burnout club. Here are some suggestions:

- Re-examine your values-clarify what is important in the roles you play
- Set limits for yourself
- Mix up stress and non-stress projects
- Distinguish between what you can change and what you can't; accept the givens
- Acknowledge at the end of each day, each week, what you did that was good
- Don't forget the internal sources of stress, the should and the ought to dos
- Learn to say no
- Commit to taking things less personally
- Schedule some time that is just for you on a daily basis.

We all know the right things to do, it is a matter of making that commitment to ourselves to be a caretaker as well as a caregiver. Stress is a disease of our times, but few people recognize it. Take some time today and look at yourself, take some action if it's needed. Seek out help if you are not sure where to start. It's been a long winter and it is the time of year we all feel the effects of stress even more. Don't become a member of the Burnout Club.

**DIETARY NEWS***Linda Schmitt*

Just a little reminder to staff that there is a state regulation that prevents anyone bringing in homemade food items for our residents. The only exception to this regulation is that family or friends may bring in food items made at home but they can only be served to their loved one. These homemade items are not to be shared with other residents including roommates. If church groups and any other organizations want to bring food items in they must be purchased at a store or restaurant and come sealed in the original container. Baked goods at bake sales may be purchased by our residents if they desire to do so. Sorry...I don't make the rules, I just have to enforce them.

When you see Sheila congratulate her on the arrival of a new Granddaughter, Julieann Nicole Adkins Born Feb 5<sup>th</sup>, 6# 9oz 20 ½ " long.

**Congratulations to our employees who had perfect attendance for the fourth quarter. Each employee with perfect attendance will receive a \$10.00 Chamber gift certificate.**

**Nursing**

Isaac Anderson	Jon Anderson	Lindsay Anderson	Pamela Barber
Michelle Belland	Marion Blachut	Matt Brunner	Ernie Calo
Jackie Center	Lupe Chavarria	Sara Dahl	Michelle Enerson
Shane Engen	Jessica Eslinger	Aron Fennell	Sara Gonstead
Anna Goss	Stephanie Hagen	Rosa Hagstrom	Jill Hintz
Nathan Holland	Sara Holmes	Lindsay Hugdahl	Sally Iverson
Donna Jones	Jean Jolley	Casey Kleist	Shelby Kolar
Jennifer Kruger	Amy Larson	Monica LeClair	Harold Lowe
Inge Martinson	Jodi Miller	Davis Nyabuti	Mindie O'Connell
Margaret Olson	Jiani Peters	Joyce Price	Jennifer Roberts
Shirley Roepke	Mallory Schad	Jacob Sobralski	Jaimie Schemenauer
Lindsey Thoma	Tammy Thompson	Ashley Tice	Devon Tweith
Laura Vetch	Margaret Wolf	Judy Wolter	Stephanie Witzlib

**Medical Records**

Sue Kai	Tonya Shakal	Cindy Lee	Theresa Cecchini
Tina Nelson	Bobbie Schulz		

**Dietary**

Sheila Kirchoff	Helen Steele	Mark Mesang	Kathy Curtis
Vicky Hendricks	Rosemary Kruger	Pam Modl	Nancy Salter
Mary Schultz	Irma Sebranek	Katelyn Giles	Abby Hall
Lindsay Hanson	Renate Kumferman	Karen Olson	Heather Olson
Stephanie Ritter	Leslie Rossow	Andrew Salter	Ben Wiitala

**Environmental Services:**

Shawn Meyers	Hugh Barnes	Tim Rude	Don Mickelson
Dawn Feeney	Peggy Geroux	Vickie Leslin	Carol Fimreite
Jeri Vatne	Chris McAnarney	Pam Yeager	Karn Bates

**Activity**

Marlene Soppeland

Continued on Next Page

### Perfect Attendance Fourth Quarter Continued

#### Therapy

Lora Allen	Katie Aumann	Becky Brown	Kevin Comerford
Sandra Endle	Laura Hurd	Chris I'Anson	David Lind
Lynn Lucas	Gina Ostrowski	Mary Reineke	Dual Spurlock
Kristen Stello	Shannon Tanzer	Karen Vesperman	SarahTaylor

#### Administration

Kay Garnett	Joanne Huse	Barb Marek
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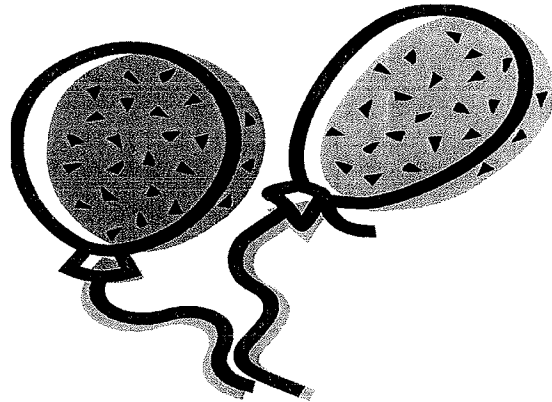
#### Orchard Hills

Michele Krebs	Leslie McVinnie	Tasha Kittleson	Maureen Kent
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### FEBRUARY BIRTHDAYS

Happy Birthday to the following employees:

02/01 Sara Dahl  
 02/06 Mindie O'Connell, Barb Langreck  
 02/08 Denise Pedersen  
 02/09 Juliane Saxon, Abigail Hall  
 02/10 Matt Brunner, Leanne Weinberger  
 02/13 Kristen Stello  
 02/14 Lupe Chavarria  
 02/20 Cindy Lee  
 02/21 Jodi Miller, Isaac Anderson  
 02/22 Shayla Glaza  
 02/25 Jodyne Pulver  
 02/26 Monica Leclair  
 02/27 Mallory Schad



#### January Anniversaries

We would like to recognize the following employees who had service anniversaries in January. Each employee will receive a \$10 clothing certificate.

##### 1 Year Anniversary

Annie Geraghty, Beth Redcloud, Tamara Peacock, Sherry Kunce, Nathan Holland, Monica Ruppelt

##### 2 Year Anniversary

Michele Krebs, Pamela Yaeger, Pamela Barber, Erin Palmer, Gina Ostrowski, Heather Scharlau, Angela Hite

##### 3 Year Anniversary

Heidi Odegard, Janice Gray, Jeri Vatne,

##### 4 Year Anniversary

Denise Jensen, Kevin Comerford, Cynthia Walsh

##### 5 Year Anniversary

Shawn Myers

##### 6 Year Anniversary

Anna Goss, Jean Jolley

##### 7 Year Anniversary

Mike Peeso, Jennifer Lokken, Kelly Heinbuch

##### 8 Year Anniversary

Nella Tuff

##### 11 Years Anniversary

Kris Modl, Marj Brevig

## ACTIVITY DEPARTMENT

*Kris Metcalf*

If anyone has puzzles that are not being used, the activity department would very much appreciate any donations you could make to help them out. They would like these puzzles to be 350 pieces or less. Thank you for your help.

### **AFLAC BENEFITS**

On Wednesday, February 18 at 1:00 p.m., Patty Obermueller from Aflac, will be available in the employee break room to talk to you about the voluntary products that are available through Aflac. If you're not able to talk with Patty in person on February 18<sup>th</sup>, you can also contact her at 715-231-2352 or [patricia\\_obermueller@us.aflac.com](mailto:patricia_obermueller@us.aflac.com).

### **DONATION DRIVE TO BENEFIT GOODWILL INDUSTRIES AND HOPE GOSPEL MISSION**

As you may have heard on the news recently, two of our local charitable organizations have reported that donations have dropped off considerably in recent months, most likely due to the struggling economy. Hope Gospel Mission and Goodwill Industries have both put out appeals to the public to try to increase the amount of donated items. Hope Gospel helps the homeless in the Chippewa Valley and Goodwill Industries provides job training to underprivileged individuals. Both agencies are non-profit.

In light of this, I am organizing a donation drive through my role as the Director of Public Relations and Marketing for the Chippewa Valley Society for Human Resource Management (CVSHRM). Kendall has been kind enough to allow me to have a box available at the front desk for our employees who may wish to donate some items. The donation box will be available at the front desk from Monday, February 16 – Friday, February 20. *The items most in need at this time are clothing (all kinds), shoes, books, and household items such as dishes, pots and pans, knick knacks, and other decorative items.* All items collected will be divided up between Hope Gospel and Goodwill. Donation receipts will be available for tax purposes.

### **SAFETY VIDEO – “A BIT ABOUT BACKS” NOW AVAILABLE TO VIEW**

As part of our Safety Incentive Program, we will offer videos available for you to view in order to earn Dove Dollars! This month's video is about back safety and talks about the basics of your back, risk factors for back injury, and prevention strategies. All you have to do is come up to the 3<sup>rd</sup> floor clinical classroom (Room 3102), watch the video, complete the short post-test, and turn it in to Barb Langreck in Human Resources in order to earn a certificate for Dove Dollars. The video is available 24 hours a day to accommodate all shifts. The current video is 40 minutes long and will be available for viewing from February 13 - February 27<sup>th</sup>.

### **BENEFIT CORNER – RESIDENT REFERRAL**

We have a Resident Referral incentive available to all employees of Dove and Orchard Hills. If you refer a resident to any of our four facilities, you will be eligible to receive a \$250 incentive, which is paid through the payroll process. The resident that you refer can be either short or long term stay.

**Before the resident is admitted**, please contact the Admission Social Worker at the facility where the resident you referred is being admitted in order for the Social Worker to properly document and verify that the resident is a referral.



DEPARTMENT OF VETERANS AFFAIRS  
Medical Center  
One Veterans Drive  
Minneapolis, MN 55417

November 12, 2008

618/135

Dove Healthcare Center  
c/o Sandy Endle  
1405 Truax Blvd  
Eau Claire, WI 54701

Dear Healthcare Center:

On behalf of the patients at the Minneapolis VA Medical Center, I would like to express my sincere thanks for the cards you sent for our veterans.

The cards were distributed by our wonderful volunteers and the patients were delighted to receive them. It is encouraging for them to know that they have not been forgotten. Your creativity, patriotism and thoughtfulness brightened up their day!

Thank you again.

Sincerely,

A handwritten signature in cursive script that reads "Stephen G. Moynihan".

STEPHEN G. MOYNIHAN  
Director, Voluntary/Community Resource Service

Thank you for remembering  
Helen with a lovely Floral  
arrangement. I'll miss  
mom so much, and so will  
her human and animal friends.

- Katie

The family of  
Helen O. Heppler

acknowledges  
with deep appreciation  
your kind expression  
of sympathy

To thank you for  
your kindness and sympathy  
at a time when it was  
deeply appreciated

The family of  
Jim Bux Sr.

Linda,

It was really thoughtful of you to plan a potluck for me. And it was totally unexpected!! Thanks so much. It's been great to be a part of Dove over the past 8 years. I wish you lots of success in your job, and as you work on the opening of the new facility.

many thanks!

Sincerely,  
Pat



## Healthy Lifestyles



### About Healthy Lifestyles

Choosing a healthy lifestyle can help you improve your health and reduce your risk of heart disease and diabetes.

Healthy lifestyles include eating a healthy diet, maintaining a healthy weight, exercising regularly, quitting smoking (or not starting), and minimizing stress. (Note: Specific guidance for maintaining a healthy lifestyle may change over time as new scientific recommendations become available.)

### Eat a Healthy Diet

The Dietary Guidelines for Americans show how good dietary habits can promote health and reduce risk for major chronic diseases.

A heart-healthy diet is one that is:

- Nutritious and well-balanced
- Low in saturated fat, trans fat, cholesterol, and salt
- In fruits, vegetables, and whole grains

Use the Food Label Nutrition Facts Panel on the food products you buy for guidance. In general, try to plan your daily food choices so that you eat less than 100% of the Daily Value (DV) for total fat, saturated fat, cholesterol, and sodium. At least 100% of the

Daily Value (DV) for fiber, calcium, vitamin A, vitamin C, and iron.

### Maintain a Healthy Weight

Excess body fat leads to health problems such as type 2 diabetes, high blood pressure, and high cholesterol.

Health professionals use a measurement called body mass index (BMI) to classify an adult's weight as healthy, overweight, or obese. BMI describes body weight relative to height and is correlated with total body fat content in most adults.

BMI range:  
18.5-25 -- healthy range  
25-30 - overweight  
30 or higher -- obese

Having excess abdominal body fat is also a health risk. Men with a waist of more than 40 inches around and women with a waist of 35 inches or more are at risk for health problems.

More than 60 percent of U.S. adults are either overweight or obese, according to the Centers for Disease Control and Prevention (CDC). While the number of overweight people has been slowly climbing since the 1980s, the number of obese adults has nearly doubled since then.

Excess weight and physical inactivity account for more than 300,000 premature deaths each year in the United States, second only to deaths related to smoking, says the CDC. People who are overweight or obese are more likely to develop heart disease, stroke, high blood pressure, diabetes, gallbladder disease and joint pain caused by excess uric

acid (gout). Excess weight can also cause interrupted breathing during sleep (sleep apnea) and wearing away of the joints (osteoarthritis).

To lose weight, you must eat less and move more. Your body needs to burn more calories than you take in.

### Exercise Regularly

Exercise improves heart function, lowers blood pressure and blood cholesterol, helps manage diabetes, and helps control weight.

The National Heart, Lung, and Blood Institute (NHLBI) at NIH recommends that adults get at least 30 minutes of moderate physical activity on most days of the week.

Talk to your doctor about what forms of exercise are best for you.

### Quit or Do Not Start Smoking

Smoking cigarettes significantly increases your risk of coronary heart disease.

Facts about smoking and coronary heart disease:

- Tobacco smoke increases your risk of atherosclerosis.
- Smokers have more than twice the risk of having a heart attack as non-smokers.
- Smoking is the biggest risk factor for sudden cardiac death.
- Smokers who have a heart attack are more likely to die than non-smokers who have a heart attack.

In the first year that you stop smoking, your risk of coronary heart disease drops sharply. In time, your risk will gradually return to that of someone who has never smoked.

### Minimize Stress

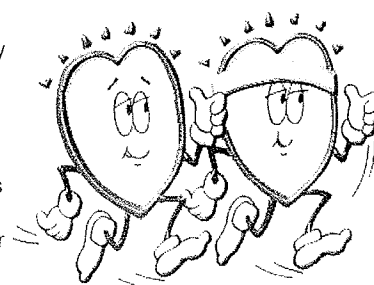
The link between stress and coronary heart disease is not entirely clear. However, people who have too much stress or who have unhealthy responses to stress may be at greater risk of having coronary heart disease.

Facts about stress and coronary heart disease:

- Stress speeds up the heart rate.
- People with heart disease are more likely to have a heart attack during times of stress.
- People sometimes respond to stress with unhealthy habits such as smoking or eating salty or high-fat foods.

### SOURCE:

<http://www.fda.gov/hearthealth/lifestyles>



### In this issue of

## Healthy Focus

- **Healthy Lifestyles**
- **Macular Degeneration**
- **10 Reasons to Exercise**



## Macular Degeneration

*Fight Against Leading Cause of Blindness*

More than 15 million Americans are affected by macular degeneration, a leading cause of blindness and severe vision loss for people 50 and older. Actress Jane Seymour has partnered with Prevent Blindness America (PBA), the nation's leading volunteer eye health and safety organization, to announce "Don't Lose Sight" – a movement to educate adults ages 40-69 about their risk for macular degeneration.

In a recent study conducted by Prevent Blindness America, 96 percent of Americans believe that vision retention is important to overall quality of life. However, nearly 40 percent of people are unaware that a disease like macular degeneration exists and can be responsible for vision loss.

"Macular degeneration gradually destroys the sharp, central vision needed for reading, driving, identifying the face of a loved one, watching television, reading and performing other daily tasks," said Dr. Michael Cooney, a New York City ophthalmologist who has done extensive research into eye health and macular degeneration. "In some cases, macular degeneration advances so slowly that people will see little effect on their vision as they age."

Seymour is personally affected by macular degeneration. Her mother, Meike, now 92, was diagnosed with the disease more than 20 years ago. As a result of macular degeneration, she can't recognize people's faces and can't read without using a special magnifying glass. Seymour has watched her mother's struggle with macular degeneration and wants to educate others about the disease. Seymour recently participated in "a day without sight" using a special pair of simulation glasses to illustrate the effects of macular degeneration.

"During my day without sight, I struggled to complete basic daily activities like reading a book because it was extremely difficult to view things in front of me unless I was very close to them," said Seymour. "However, I realized just how devastating macular degeneration can be when I encountered a friend and was unable to see her face until I was literally nose-to-nose with her. I cannot imagine being unable to see the faces of my children, husband, relatives and friends."

There are several risk factors for macular degeneration including family history, aging, smoking, and inadequate nutrition. Research has proven that lutein and omega-3s are two nutrients critical to eye health, but even the healthiest diets don't supply the proper amount. Mounting scientific evidence suggests that nutritional supplements are important in protecting the health of your eyes.

"Eyes need sustenance to stay healthy in the same way that bones need calcium," said Dr. Cooney. "Proper nutrition and regular examinations are vital to eye health, particularly as people age."

According to the Journal of the American Medical Association, the Seddon study, conducted by Dr. Johanna Seddon of Harvard University, found that the highest correlation of macular degeneration prevention was associated with an intake of 6 mg per day of lutein, which led to a 43 percent lower prevalence of disease.

However, the Prevent Blindness America study also revealed that only half of Americans know proper nutrition, like vitamins, can improve eye health.

"Because there is no cure for macular degeneration, Americans must consider how this disease can affect their daily lives and take preventive steps before it is too late," said Daniel D. Garrett, senior vice president of Prevent Blindness America. "Regularly scheduled eye exams are the first line of defense in avoiding vision loss."

Also launching today is the "Don't Lose Sight" campaign interactive, educational web site [www.dontlosesight.org](http://www.dontlosesight.org). This online portal offers resources to consumers including risk assessment tools and an opportunity to submit questions regarding macular degeneration to Dr. Cooney.

Source: <http://www.preventblindness.org/>

## TEN MEDICAL REASONS TO EXERCISE: WHAT DOES EXERCISE REALLY DO FOR US?

We all know that exercise is good for us, but why, exactly? What does exercise really do for us, for our bodies, for our minds, for our social lives? Physicians at The Methodist Hospital in Houston propose their Top 10 list of reasons to exercise.

1. Exercise helps keep your arteries flexible and malleable, which prevents heart disease and heart attacks.
2. If you have metabolic syndrome, losing as little as 6.5 percent of your body weight results in substantial reductions in blood pressure, glucose, triglycerides and total cholesterol, all factors that lead to heart disease.
3. Exercise prevents the growth of fat that surrounds the midsection, which is angry, dynamic fat that actively contributes to diabetes and resulting vision loss and limb amputations.
4. Fat around the midsection is also associated with inflammation that leads to damaged blood vessels, heart disease, liver disease and Alzheimer's disease. Exercise helps prevent this.
5. Exercise lifts your mood by increasing serotonin levels in your brain.
6. Exercise can be a social activity, which is associated with higher incidence of general happiness.
7. Strength training improves bone strength and prevents osteoporosis.
8. Strength training and flexibility helps prevent injuries caused by everyday activities like lifting things and hopping over puddles.
9. Participating in team sports like flag football, softball, basketball or sand volleyball enhances hand-eye coordination and improves your reflexes.
10. Exercise tones your muscles and makes you leaner.

Source:

[www.medicalnewstoday.com](http://www.medicalnewstoday.com)



# Nutrition Question of the Month



Vision of  
Wellness

*February 2009*

By Deborah Prelesnik, MPH, RD, LD, LN

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## **Q: Is buffalo meat healthier than beef?**

**A:** Eating a diet low in total and saturated fat is one strategy for helping lower the risk of many chronic conditions including heart disease, stroke, dementia, and certain cancers. For those who wish to enjoy red meat while watching their fat and saturated fat intake buffalo (or bison) may be an option.

Bison can be found in farmer's markets, local supermarkets, or specialty stores. Many on-line stores offer mail-order services.

Here are the stats:

Per 3 ounce portion	Calories	Fat g	Sat Fat g	Cholesterol mg	Protein g
Bison Rib-eye Steak	199	5	2	67	25
Beef Rib-eye Steak	151	11	4	57	24
Chicken Breast Meat	140	3	<1	72	26
Salmon Filet	155	7	1	60	22

All bison meat is a good source of zinc, iron, and vitamin B-12. Grass fed bison may contain up to 5 times more selenium than grain fed and is also slightly lower in total fat, cholesterol and calories, but contains about the same amount of saturated fat. Grain fed bison also has a greater percentage of linolenic (omega-3) fatty acids.

As with all red meats, moderate intake (no more than 2 servings per week) is recommended due to the connection between substances found in red meat such as heme iron (the compound that gives red meat its color) and colon cancer.

Contact Deborah Prelesnik @ 612.723.1260 or [deborahp@visionofwellness.net](mailto:deborahp@visionofwellness.net)

