



# The PULSE



NORTHWEST ADULT DAY HEALTH & WELLNESS CENTER

May 2018, Issue 1

Hello, CHCC nurses!

Earlier this year, you may recall that nursing assistant wages were increased in response to the current job market. Raising nursing assistant wages was an important step in securing the extra help with patient care that you needed; raising nursing assistant wages helped CHCC become more competitive in the market and attract additional experienced nursing assistants to work here. After further discussion, we feel it's important to make similar adjustments to the wages of all nurses at CHCC.

First, let us say thank you for being faithful and dedicated to serving our residents and patients while HR and administration have been researching and planning for this wage change. As you can imagine, we needed time to truly assess the financial impact of a new wage scale. That process of due diligence is now complete.



Starting on May 1, 2018, each RN and LPN will receive a \$3/hour pay raise. You will continue to receive differentials for evening and night shifts.

CHCC's board of directors approved this wage increase on April 30, 2018, because they recognize and understand that the care you provide is critical in this community and that it is critical for CHCC to remain competitive in the job market so that care can continue for years to come. Funding this wage increase was not an easy decision, however. The expense – additional payroll and taxes – is significantly outside of the budget the board approved for 2018, which means other expenses will need to be adjusted. Also, several planned projects will need to be put on hold.

Know that we are listening to your concerns and feedback related to needing more help with patient care. Adding more hospitality aides, raising wages for nursing assistants and now wage increases for nurses are important steps in the right direction. HR will continue their rigorous efforts with recruitment advertising to ensure nurses who are looking for a change know that opportunities are available at CHCC.

Once they get here, please welcome new nurses completely and help them be successful here. Company culture – how people feel when working here – plays a big part in retention. Work days are better when we feel included, appreciated and valued. Your positive attitude and friendly coaching can really make a difference! *Continue reading on Page 2.*

**WELCOME**



Ann and Lindsay recently joined us as nursing assistants. Thank you for choosing to serve our patients and residents, ladies!



Like us on  
**Facebook**

Help others learn about job openings, volunteer opportunities, donation requests and more. It's easy! Just like CHCC's Facebook page and then like or share our posts with your friends and family: [fb/christianhealthcare](https://www.facebook.com/christianhealthcare).

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Retaining existing nurses and attracting new nurses to work here is a top priority. We are committed to doing everything possible to lighten your load. Please continue to share your challenges, solutions and general ideas about recruitment and nurse retention with any one of us. Your feedback is always welcomed and appreciated!

Sincerely,

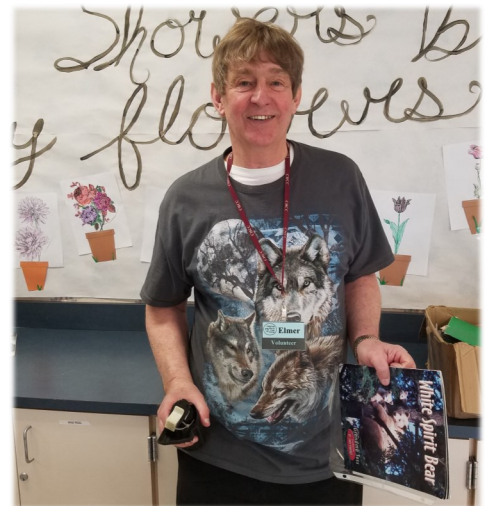
Patrick O'Neill, Tonja Myers and Heather Lewis



**Joanne Dykstra** Always pleasant to see Elmer come when I was in the Care Center

## NATIONAL NURSING HOME WEEK IS COMING SOON!

- May 14: Chocolate chip cookies.
- May 15: Cotton candy and shaved ice.
- May 16: Salad bar.
- May 17: Mandatory licensed staff meeting in the conference room at 7 a.m., 5 p.m. and 6:30 p.m. Fun, right? 😊
- May 18: Hamburger cookout and ice cream truck from 1 to 3:30 p.m.



**Volunteer spotlight:** Elmer has been volunteering at CHCC since 2001! He is here every Wednesday for 6+ hours, visiting with individuals and delivering copies of The Lynden Tribune to our residents. Elmer also brings pets in for visits; he and his wife, Doris, update monthly calendars in each room. Recently, Elmer shared a wildlife presentation that educated us all on some of the local wildlife we have in the PNW, a program he has also shared at NWADH. It was fantastic! Please join us in thanking Elmer for his dedication and gift of service to the residents who call CHCC home.

## CELEBRATING VOLUNTEERS AT CHCC

A smile, a hug, a shake of the hand — every day, we see how simple acts like these from Christian Health Care Center volunteers can put huge smiles on the faces of our residents. There's nothing like positive human interaction to brighten someone's day, and it's for that reason that we've implemented our volunteer program.

We can't thank our wonderful volunteers enough for how much they contribute to the family environment at Christian Health Care Center.

To all of our volunteers: THANK YOU for what you do to make life better for those around you. You're the best, and we couldn't serve this community without you.



## RELIAS BONUS!

To receive your \$50 Relias bonus, please complete **ALL** 2018 training on or before June 11, 2018. The bonus will appear on your June 22 pay statement.

# KUDOS

*How lovely life can be if one takes the time to be friendly.*

These words from Juanita's family in their time of loss mean so much. Thank you for recognizing the care received at CHCC in such a lovely way.

"We should all be so fortunate to be surrounded by those who are as uncompromising in their ethical and Christian values as Leah Maassen and her team."

## Juanita M. Simonsen Obituary



Juanita left us for an extended singing engagement on March 29, 2018. The love that she had for music and the associated fellowship that came from it served to inspire her and everyone that she collaborated with in Whatcom County. As she was preparing for her trip, she was aided by the ladies that she harmonized with, who were at her side exchanging comfort, love and above all, a good joke. Born into the depression, Juanita grew up in the San Francisco Bay Area where she started a family, then found her way to Valdez, Alaska and ultimately Bellingham. Some would say that it took a good sense of humor for her to cover this much geography, yet the adventures that ensued, and Juanita's giving heart, made up the foundation that her family and friends leaned upon. Juanita Mary Simonsen was born in Portland, Oregon on June 8, 1928 to Warren "Buck" Hicks and Mary "Hazel" Hicks. She is survived by her daughters, Margaret and Shannon Gibbons (Dominique Simon), Deborah Harrison (Steve) and son Warren "Buck" Gibbons (Carolyn), granddaughters Kelsey Palmer (Henry), Lindsey & Hailey Gibbons, Dominic Papetti Jr. (Marissa), Michael and Victor Papetti. Juanita was well prepared for her trip thanks to the loving care of everyone at Christian Health Care Center in Lynden. We should all be so fortunate to be surrounded by those who are as uncompromising in their ethical and Christian values as Leah Maassen and her team. A mass in Juanita's honor will be held at St. Joseph's Catholic Church in Lynden, WA on Friday, April 27th at 11:00 a.m. followed by a reception at The Inn at Lynden. "A little song, a little dance, a little seltzer down your pants..."

## Guest Book

*"I will always cherish the time I spent with Juanita, her..."*  
- Janis Walworth

[View](#) [Sign](#)

## In the news: comfort care

"There is a national effort to define and document patients' wishes, and consider alternatives, before they are placed on what has been described as a 'conveyor belt' of costly medical interventions aimed at prolonging life."

Former first lady Barbara Bush passed away in April at the age of 92. Days before her death she shined a light and stirred a debate about seeking comfort care in end-of-life situations.

You can read about her decision and the national conversations that were sparked in this article: <https://bit.ly/2H7JzAk>.

## Taking YOUR Pulse



### ASK US ANYTHING!

Have a question about CHCC? Jot it down and drop this slip in a break room comment box. We'll share answers in the Q&A column in this newsletter.

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"Socialization at NWADH is really key. Individuals see that there are other people like them; they see they are not alone. It's good for their soul."

Dr. Hiemstra, Lynden Family Medicine



Like us on Facebook

Curious what's happening at Northwest Adult Day Health & Wellness Center? Like our Facebook page to learn about the program and continuing education opportunities: [fb/northwestADH](https://fb/northwestADH).



## Question: How much does adult day health cost?

Answer: For a flat-rate fee of \$75, individuals can attend adult day health's core program – 10:30 a.m. to 2:30 p.m. That rate includes transportation for qualifying members, a nutritious meal, therapeutic recreation programs and health and wellness support and assessments.

For an additional \$12 per day, clients can participate in the extended day program, which adds 3.5 hours of enriching activities to their day.

Our social services specialist guides families through the enrollment process and explores all funding options with them.

Funding might come from:

- Private pay
- Respite Care Program, administered through the Northwest Regional Council Area Agency on Aging, which provides funding for eligible caregivers
- Long-term care policies
- Medicaid. Eligible applicants may attend with approval from COPES (Community Options Program Entry System) or DSHS (Department of Social and Health Services) case managers
- The Veteran's Administration, for eligible veterans and their dependents



Know a family who might benefit from caregiver respite? Have them contact NWADH at 360-306-3031!

## WELCOME

Say hello to Callie Lucas!

She is a nurse practitioner who recently joined our care team.



We are in the process of designing a special role at CHCC for Callie — details to follow in future issues of The Pulse — but for now she's serving as a unit coordinator.

Working as a unit coordinator will help her learn the day-to-day operations here, which will help in her future role.

Welcome, Callie! We're glad you are here!

## SPRING REMINDERS

1. Remember, our residents love being outside, too! If you have a moment to take just one resident outside, please do so. Taking the short-cut across the courtyard on the way to and from meals will give them a touch of sun, too!
2. If you take a resident outside for a longer period of time, be sure they are wearing sunscreen or at least a wide-brimmed hat.
3. Remember water for you and for the resident. As temperatures rise, hydration for all is a top priority. Offer sips of water every time you think of it. Keep water pitchers filled with fresh water.
4. Help our residents with their hair to prevent "bird's nests." That's the little mess in the back of a person's hair after they have been lying down. Help them straighten out their hair before going in public, which includes hallways, dining rooms, etc. It's a dignity issue.