



# The PULSE

## TEAM UPDATE

### Care Team Bio: Karen Jemison

*“I love the people here and believe in the mission; the work I do here feels like a calling.”*

Before working at CHCC, I had worked as a school nurse and in a hospital, both out of state.

I moved back to Lynden in 2015. Initially, I chose CHCC because of its location. I grew up here and wanted to work and live near my family. The work hours and benefits package provided through CHCC also matched my needs.



by Karen Jemison  
ADNS

In July 2015, I was hired into the role of minimum data set (MDS) coordinator. Being the

*Please see Karen Jemison on Page 4*

## TEAM UPDATE

### Announcing a new role: nursing assistant mentor

Good news! We’re on the verge of launching a nursing assistant mentorship program at CHCC as part of our new training and development program. We will be promoting approximately 10 nursing assistants into NAC mentor roles in the weeks ahead and providing a wage increase of \$1 per hour to those selected.

I’m happy to be working on the NAC mentor program because of two significant benefits it will provide:

- increased support for nursing assistants who are beginning their employment here; and
- career growth opportunities

for nursing assistants who have standout leadership skills.

#### What will a nursing assistant mentor do?

A full job description is available in HR. Highlights include:

- welcome and help onboard new team members (recently licensed nursing assistants, rehired staff or experienced nursing assistants who are new to CHCC);
- provide individualized, on-the-job training based on the skill level of those you’ll be mentoring;
- offer support and encouragement to all nursing assistants during all shifts you work;
- transfer knowledge of CHCC best practices and policies;
- ensure that the NAC team receives a shift report from the licensed nurse;



by Mary Faber Wynstra  
Training and Development Coordinator

*Please see New Role on Page 2*



Like or share CHCC’s Facebook posts with your friends and family to help others learn about job openings, volunteer opportunities, donation requests and more.

[facebook.com/christianhealthcare](https://facebook.com/christianhealthcare)

# Question about smoking at CHCC

**Q: Someone is putting cigarette butts in garbage cans in the bathroom and outside bins. This is making the bathroom stink.**

A: This could be a guest, not a staff member, who doesn't know that we have a cigarette depository by the park bench on the west side of the facility, outside. Please keep an eye open and encourage people to smoke only outside by the bench, and then to leave their butts in the depository there.

Also, let me share highlights of our smoking policy. As a health care leader in Whatcom County, we



have the responsibility to provide an exemplary environment for everyone who seeks care or employment or who visits or volunteers at CHCC. We are a smoke-free facility.

For all residents/patients of CHCC, smoking, vaping and tobacco and marijuana/CBD product use is not allowed on the premises. Efforts are made to identify smokers seeking placement to ensure they have been alerted to our policy and that they commit to refrain from smoking while residing here.

Employees, family, friends, visitors and volunteers must adhere to this smoke-free policy while inside the facility; if they choose to smoke outside, they are required to do so in their vehicles or in the designated areas outside. They also are required to use the designated depositories.

For more information, please read the CHCC smoking policy, available at HR.



**by Tonja Myers**  
*Administrator*

## NEW ROLE

*Continued from Page 1*

- monitor the progress through training of nursing assistants; and
- serve as a liaison between administration and new nursing assistants and provide constructive feedback to all parties.

### Successful nursing assistant mentors will have the following skills and qualities:

- a positive attitude and an ability to encourage others;
- an exemplary work history (good attendance, reliable, positive attitude);
- a demonstrated ability to per-

form direct-care services;

- good observation skills that include the ability to be nonjudgmental and see many sides of a situation;
- good listening skills and problem-solving skills;
- able to maintain positive, collaborative relationships with staff in all departments
- flexibility and the ability to float to different units as needed;
- an understanding of confidentiality policies at CHCC; and
- great organizational and time management skills.

### Apply or recommend someone for the role today!

As of Friday, Feb. 7, 2020, CHCC will begin accepting applications for

the role of nursing assistant mentor. We are looking for mentors for day, evening and night shifts.

If you are reading this and immediately think of a nursing assistant who should apply to be a mentor, please encourage that person to pick up an application from HR. Your acknowledgement and encouragement could make someone's day!

If you are a nursing assistant with a minimum of six months of experience working at CHCC and have a desire to serve in a new way, please consider applying before Feb. 21.

Do you have any questions about the NAC mentorship program or the application process? Stop by my office or email me at [mwynstra@chcclynden.org](mailto:mwynstra@chcclynden.org).

## THANK YOU!

# Lynden Tribune shares important industry information

In the first issue of The Pulse from January 2020, CHCC CEO Patrick O'Neill shared important industry news about nursing home centers in Washington and across the country.

A huge "thank you" is due to the Lynden Tribune for helping to share this information. In a recent issue, the Tribune shared news about legislative

activities that impact our industry and the people CHCC cares for: "At least one bill related to skilled-nursing facility viability was prefiled for the current session of the Washington State Legislature. SB 6396 would require Medicaid rates for nursing homes to be tied to inflation and recalculated every year."

## COLLABORATION

Definition: Two or more people working towards shared goals.



**E**ach day, we show up and work toward a common goal: support the human beings who trust us with their wellbeing.

Teamwork and collaboration are critical components of goal achievement. Sometimes collaboration means being assigned to different units. Sometimes collaboration means flexing and shifting

tasks based on the needs of each day. Sometimes that means days will unfold differently than you planned and you have to roll with the changes in the spirit of teamwork and collaboration.

The end goal remains the same: support the human beings who trust us with their wellbeing. When we work together, important things can be accomplished!

## NEW HIRES

# Welcome to CHCC!



Candy



Masha

Candy and Masha recently joined our team at CHCC, and we're thrilled to welcome them! Candy was hired as a NAC and Masha as a receptionist. It is a pleasure to welcome them aboard; please give them a warm welcome when you see them!

**Did you know** you can earn money for referring employees to CHCC? Think about whom you might know who would be a good fit.



## KAREN JEMISON

*Continued from Page 1*

MDS coordinator blended my nursing skills with the business side of healthcare. I loved the role and intended to stay put.

Then, in late 2019, during my weekly Bible study group, a speaker asked the following: “When was the last time God asked you to do something that made you say, ‘What?!’”

The next day, the assistant director of nursing role opened, and I immediately suspected it was my “What!?” moment. This was further confirmed as I continued to pray and various staff members encouraged me to apply for the position. Accepting the role of the assistant director of nursing felt like a calling.

I have stayed at CHCC for the people and the work environment. Watching my co-workers use such patience and care while serving those we care for and seeing the dedication of family members visiting and volunteering day after day—this is something I’m proud to be a part of.

Sorrow and joy collide in such a sweet and tender way as the end of life draws near; each person who lives here is cared for by family members, volunteers and staff with such dignity and grace.

I am so grateful to be part of the team at CHCC—a team that believes in offering the best life and experiences we can for our elders, the people who teach us so much about life and living—because honestly, when you’re 102 years old, you know something about living!

### REFRESH!

All chemicals (yes, all) must be labeled and locked up at all times. This includes air fresheners, disinfectant wipes, etc.

## FROM THE WEBSITE

# Money-saving tips for seniors



**D**uring the course of your work at CHCC, you might find occasion to mention money-saving tips for those who live here or for their family and friends. Here are some special programs and services that are designed to help senior citizens in Whatcom County make the most of every dollar.

Seniors 65 and older can get what’s called a Regional Reduced Fare Permit that works on buses throughout the Puget Sound region. Riders with one of these cards pay reduced cash fares on fixed-route buses operated by Whatcom Transportation Authority or one of 10 other agencies in the region.

Senior citizens also can get their property taxes reduced through the

Senior Citizens & Disabled Persons Property Tax Exemption program. The income limit for the exemption program is \$40,000 per year.

Seniors who live in Bellingham can get discounts on water and sewer bills if they are 62 or older and have

an annual income of \$40,000 or less. Some discounts on water and sewer bills also are available for seniors in Lynden, Blaine, Sumas and Everson.

The YMCA, with locations in Lynden, Ferndale and Bellingham,

has a number of discounted membership options for seniors, including SilverSneakers and Silver&Fit memberships for many Medicare members. Check the YMCA website for discounted specialty memberships that fit your loved ones’ situations.

### Learn more:

Visit the CHCC website at [chcclynden.org/news](http://chcclynden.org/news) for other money-saving tips for senior citizens in Whatcom County, including discounts on cable TV and movies.