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Childcare Open

We are excited to finally open the doors of NorthBridge Child Development.

NorthBridge Child Development will be using the Life Essentials Curriculum; it is the philosophy that will guide the everyday activities. It begins with the natural curiosity present in every child and focuses on elements fundamental to a child's growth. Character education, STEM-infused technology and health and fitness experiences are a big part of this curriculum that you won't find in others. With the Life Essentials Curriculum, we nurture and build upon inquisitiveness, creating momentum for learning that doesn't stop once the child leaves our classroom.

We understand that children learn through play, exploration and interaction, so we will provide classrooms that provide these opportunities and experiences. We have age-appropriate learning areas that will help encourage exploration and discovery while children learn new skills.

Our curriculum will focus on the individual child. This program allows teachers to make lessons that will provide all learners with a stimulating education while also allowing them to develop at their own pace and enjoy learning. It allows for flexibility so we can meet the needs of all children in our care.

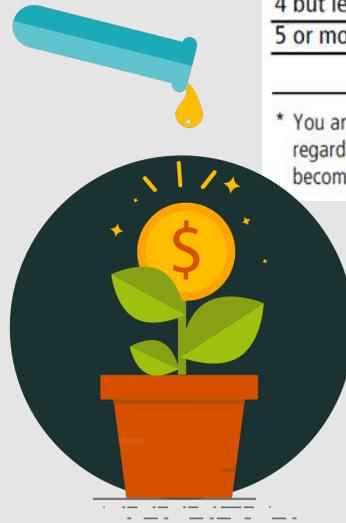
If you are interested in signing up your child(ren), please email our center director, Amanda Lanahan, at amandal@bridgesmn.com.

Details to know.

- Who is eligible:** Full-time BridgesMN & Northstar Behavioral Health employees
- Tuition:** At NorthBridge Child Development Center, we request 4 hours of volunteering a week per child for kids who are enrolled full- or part-time. If you choose to pay tuition instead of volunteering, the cost will be \$80 per week per child for full- or part-time.
- Operation Hours:** Monday - Friday: 6:45 a.m. to 4:15 p.m.
- Ages:** Toddlers 16-32 months, preschoolers 33 months to 5 years, and school age children up to age 10.
- Where:** 1926 University Ave. W., St. Paul MN (Next door to Bridges Corporate office)

Profit Sharing

We're so grateful for your hard work, and we want you to feel a sense of ownership in the company you put so much into. Profit sharing is a great way to do that. Who is eligible? You must be 21 or older, have completed one full year of service in which you have worked at least 1,000 hours, and be employed at the end of the tax year (12/31/2019). If you meet the eligibility requirement for profit sharing, vesting will start from your original date of hire. If you leave Bridges or Northstar before completing five years of service, you are entitled to receive the applicable percentage of employer contributions based on years of service. After year five, 100% of the annual profit sharing you receive is 100% vested. It pays to stick around.



Years of Service	Percent Vested
Less than 1 Years	0%
1 but less than 2	20%
2 but less than 3	40%
3 but less than 4	60%
4 but less than 5	80%
5 or more	100%

* You are 100% vested in any employer contributions and related earnings, regardless of years of service, if you should reach age 65 while still employed, become permanently disabled or in the event of your death.]

We're in this together, and we all play our parts to make the company work. Congratulations to the **340 NorthBridge employees** who were awarded a share in the profits of Northstar and Bridges respectively.

Employee Assistance Program

2020 has been a year with many ups and downs, and that's why we want to remind you that you can use the Employee Assistance Program. This is available 24/7, 365 days a year at no cost to you. The information you share with our Employee Assistance Program is confidential. No other Northstar/BridgesMN employee (including management and ownership) will ever know if you called and what the nature of that call was.

See details for the Northstar Employee Assistance Program [here](#).

See details for the BridgesMN Employee Assistance Program [here](#).

This is available 24/7,
365 days a year at no
cost to you!



Health and Wellness Challenge

YOUR CHANCE TO WIN A FREE VACATION!

Join our Third Annual Health and Wellness Challenge and get a chance to win a free tropical vacation!

To enter the challenge, you must schedule a consultation with the director of nursing for your region by Friday, November 13, 2020.

- Bridges Hennepin and South Regions: Shannon Rivero (shannonr@bridgesmn.com)
- Bridges Ramsey and NorthEast Regions: Ashley Humphrey (ashleyh@bridgesmn.com)
- Bridges Central MN Region: Jim Platten (jamesp@bridgesmn.com)
- Bridges Manakato Region: Amy Grams (amyg@bridgesmn.com)
- Northstar: Cahly Trosen (ctrosen@northstarbhm.com)

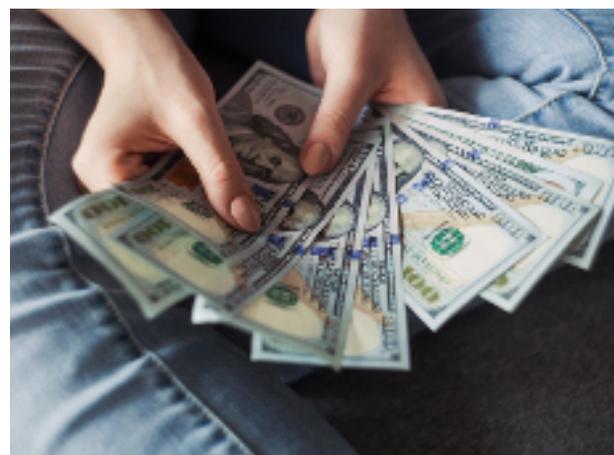
The contest will run from 11/16/2020 – 2/8/2021 and will be based on your overall BMI. You must have your final results measured by 2/12/2021 or your entrance is null and void (final measurements from 2/8 to 2/12).

There will be one grand prize winner for the women's competition and one for the men's! Each winner and a guest of their choosing will receive a free flight and lodging at a tropical destination.

*All information is private and confidential. The BridgesMN and Northstar nurses are required to follow the HIPAA laws.

Here are some tips to start the journey:

1. Eat clean: Adjust your diet to healthier choices and control your portions.
2. Exercise: Find the physical activity that works better for you (cardio, weight lifting, group classes, walking, etc).
3. Sleep: Get 7-8 hours/night.
4. Drink more water
5. Practice some type meditation: become more aware of your thoughts and actions, including those that relate to food.



Referral Bonus

As we continue to grow, we are always searching for great employees, and our best source for new employees is you. We would like to remind everyone that we have a referral bonus of \$250. If we hire an employee you refer, after their six-month anniversary you will receive a \$250 bonus. Please note that there is no limit on the number of people you can refer. Megan Leplavy is still the leader with 14 referrals. Who is going to catch her?



NBH Podcast

"In order to give our employees a platform to continue to share in their own deeply personal journeys, we have developed a podcast. We hope this inspires, motivates and grows to touch as many folks as possible to help change the world. The Northstar story, much like those in recovery, is built on the desire to change/save as many lives as we possibly can and lead the industry to make a lasting impact on this field. Thanks to those that have helped the podcast become what it has in the early inception. Stay tuned for more to come and let's continue to be vulnerable and become less anonymous and reduce the stigma of mental health and addiction. YOUR recovery is admirable and so is ALL of YOUR work at NBH!!" Luke Wendlandt, Vice President of Business Development



[View The NBH Podcast Channel](#)



Advocacy Collaborative

On May 25, 2020, Minneapolis police arrested a 46-year-old gentleman named George Floyd. During the course of the arrest, Mr. Floyd ended up on the ground with a police officer kneeling on his back for 8 minutes and 46 seconds. Mr. Floyd ended up passing away during this arrest. In the wake of his passing the conversation about race relations in America was revived on a mainstream level. The conversation had been happening at Northstar but now there was an urgency to it. Many questions arose around topics like equality, advocacy and education... were we doing enough? Were we aware of everything we weren't doing but should be? We decided that, as a company, we needed to be part of the movement. We needed to question ourselves and our behavior, we needed to have the hard conversations and we needed to be part of the solution. We also needed to commit to our advocacy as the new way of being at Northstar. Thus the Advocacy Collaborative was born.

This is our mission statement:

Northstar Behavioral Health's Advocacy Collaboration strives to ensure that justice, equity, and inclusion are at the core of our everyday activities and align with our RICE ST values. This means actively working to examine intended/unintended biases in past, present and future both internally and externally. Our goal is to develop and maintain a climate of respect where all staff and clients feel that they belong, and their voices are heard and truly valued. In order to achieve sustained excellence, it is the collective responsibility at all levels of the organization to uphold this mission.

The Advocacy Collaborative was formed from a desire to not sit in complacency at the state of Northstar nor the state of the community. We are a group of individuals who want to address these challenges head on. First, we will focus on our company and staff. Second, we will address the experience of the clients. Third, we will expand our movement to the community. We are excited for this opportunity to take a hard look at ourselves. We also look forward to changing the things we need to change so we can be who we need to be.

If you have an interest in joining us, we would love to have you. Please contact Vanessa Sovine for more information about our meeting times, future plans or anything else.

By Vanessa Sovine, Director of Development

NBH - Fergus Falls

We opened our doors to clients on 2/3/2020 with a tree that had no leaves. Every client who has successfully completed our 90-day program has painted a leaf on the tree as a symbol of their growth, strength and hope. The tree's roots contain our NVH values and represent the staff's role and also the clients' foundation for their recovery. There will be 23 leaves on our tree by the end of October!

NBH Fergus Falls is ramping up and preparing to provide services to client #17, which is a big deal as it represents a large milestone in our program's growth. Group sizes cannot exceed 16 clients, so our program will soon be adding another group room to meet the needs of more clients at the same time.



NBH Fergus Falls has been operating on a very limited food license. A commercial kitchen is being built allowing our site to prepare meals from scratch. Upon completion we'll also be able to use a cooler and utilize refrigerated foods, which is not an option at this time. Milk is coming to NBH FF in 2021! The kitchen may be completed and operational by the holiday season or shortly after.

By Jason Fuchs, Treatment Director

Marian Bogenrief Awarded the "President's Award" from MARRCH

During October, Marian Bogenrief (LADC Supervisor in Fergus Falls) celebrated her 41st sober birthday! Marian was also awarded with the "President's Award" for her outstanding service in our field. The award was presented during the MARRCH Conference on October 28 via Zoom.

What an inspiration to our clients, our staff, our community and our mission. We're so proud of you Marian and grateful you're on our crew!



The Human Element - Reimagined

Over the past four years, Northstar has made some tremendous growth and strides toward being the provider of choice for Opioid Use Disorder (and Stimulant Use Disorder in Fergus Falls). During this time, we grew together and made headway into new sites, new services and staff who share the values of our organization.

During rapid times of growth, it is sometimes easy to lose sight of why we are all here and who we are serving. We can all speak to our passions and what brought us to

Continued on page 6

The Human Element - Reimagined (cont.)

Continued from page 5

Northstar, and what keeps us here, but it takes a deeper look and thoughtfulness to put a pulse on who we are serving.

Last year, we focused on getting Back to the Basics, which naturally leads into focusing on who we are actually serving and recognizing that we need to bring the human element back into our services.

Over the next few weeks and rolling into the new year will be The Human Element – Reimagined. What this means is we will be looking at our services and identifying where we need to have more focus on the person. This relates to staff, clients and The Northstar Culture as a whole. We will

look at and improve direct services the clients receive and opportunities for our staff from orientation, to development, to a better integration with the clients we serve. We are really striving for that next level of excellence and to not only claim we are the provider of choice but to be able to say it with confidence. And most of all, we want to have our clients graduate Northstar and return to the outside community knowing that they were receiving 110% of what we have to offer every single day of their journey with us.

I look forward to revealing more in the coming weeks and am so excited that we are all on this journey together.

By Miya Lindh-Larson, Vice President - Client Services

Vision Committee

When the recent murder of George Floyd sparked extreme social unrest and injustice, BridgesMN wanted to forge ahead in being part of the solution to the extreme social divide.

The Vision Committee was born. This committee is composed of volunteers who are passionate about creating clear pathways to achieve equity, inclusion, and diversity.

BridgesMN is committed to finding creative ways to impact the lives of our staff by breaking those identified barriers and is excited to respond with true action.

Step one was to truly listen to the voices of those struggling to achieve equity and find out the greatest areas with the most impact. After sending out a company wide message asking how BridgesMN could achieve those goals, the feedback was to focus on access to two key areas: healthcare and loans.

BridgesMN is committed to finding creative ways to impact the lives of our staff by breaking those identified barriers and is excited to respond with true action.

If you have passion in creating solutions for social inequity and would like to join this group of volunteers on the Vision Committee, please contact Melissa Saucke at melissas@bridgesmn.com. Help us achieve this vision!



Curb Appeal Contest

Our Ramsey Region hosted a Curb Appeal Contest within the Ramsey sites looking to improve and make a change in the homes' appearance. Thank you to all the sites that participated in the contest. The winners are:

First place: 738 Magnolia – received \$125 to do with what they wanted for the site. Korsha Makor decided to purchase a variety of items that staff could choose from based on her staff's interests and needs.

Second place: Kennard, who received \$75. Lydia Abai purchased gift cards for all of her staff.

“It was a really fun way to help make the homes look and feel better, getting people outside, and beautifying not only their homes, but also the neighborhood,” said Jen Cadwell-Parker, ED Ramsey Region.



BEFORE: First Place Winner



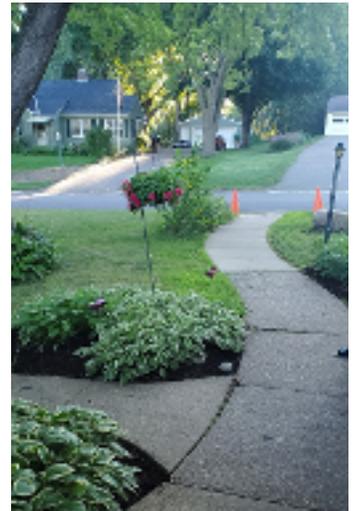
AFTER: First Place Winner



BEFORE: Second Place Winner



AFTER: Second Place Winner



“It was a really fun way to help make the homes look and feel better, getting people outside, and beautifying not only their homes, but also the neighborhood,” said Jen Cadwell-Parker, ED Ramsey Region.

Bridges has worked hard to find ways to celebrate success while living with COVID



Carol Rodriguez's 20th anniversary at Aldrich Board & Lodge was celebrated with cake with an epic gift from BridgesMN to help her visit her son in the Philippines.



Mickallie Berry, program manager at Colonial Twins, organized a BBQ for the clients, their teams and staff. The result was a celebratory gathering of fun, food and conversation showing that we are in this together.



Bridges residents went on a weekend outing to the always entertaining Sever's Fall Festival.



Bridges MN Keeps Expanding - Now in Mankato, MN

On August 7 BridgesMN acquired a company in Mankato, formally known as HaugBeck. We have renamed this region to be called Bridges 507. Currently, there are 17, four-person corporate foster care homes serving 68 individuals, and the homes currently are located in Blue Earth and Nicollet Counties. Bridges 507 already has a well-established culture and relationship with local counties that we are so excited to be a part of and welcome into the Bridges MN family. We are excited about the opportunities we can bring to the region both to employees and individuals served. There's a lot of energy around Employment Services and Supported Apartments. With the growth of opportunities for individuals served comes growth for our employees too! Keep an eye on the virtual job board for positions open in the Mankato area and always remember that referral bonuses are offered at all locations within the company.

By Christy Caboth, Regional Executive Director



Mural

When you're in the Midway area of St. Paul, take a drive by our University office to see our amazing mural on the west side of the building! Kristian Nelson is the designer and worked diligently with both Bridges service recipients and employees to create the thoughtful and impactful image. Empathy, one of Bridges' values, is being displayed by hands that are created by the personal messages from BridgesMN family and the community. Kristian's vision was to create a space, a safe space, where all feelings and thoughts are heard, respected and recorded in an effort to not only provide the physical appearance of true Empathy, but to also emblazon everyone's perspectives into the soul of the building as well. We are extremely proud of the finished product, but even more so with the passion, love and community involved in the journey.

By Jen Cadwell-Parker, Regional Executive Director



Flu Clinic at Corporate Office

On Monday, October 19, BridgesMN held a Flu Shot clinic for employees to receive their yearly vaccination. A flu vaccine is needed and recommended every year for two reasons. First, to increase the person's immunity and second because the flu viruses are constantly changing so flu vaccines need to be updated to provide the highest protection against the virus. If you didn't receive your flu vaccine from BridgesMN, check with your local doctor's office/clinic or pharmacy to get vaccinated.

By Ashley Humphrey, Nursing Director.



**STOP THE
FLU**
IT'S UP TO YOU!

- Get a flu shot
- Wash your hands
- Stay home if you're sick
- Ask your health care provider about a prescription antiviral

