



Childcare Update

We are excited to share an update on NorthBridge Child Development, a childcare center that will be officially licensed and is designed to provide fantastic supervision and developmental curriculum.

Construction is complete, and we are now entering the licensing phase and beginning to hire staff. If you are interested in signing up your child(ren) for the center, please email Alejandra Esquivel no later than **July 28th, 2020**, at alejandrae@bridgesmn.com or aesquivel@northstarbhmn.com

We will have a licensed capacity for each age group and may need to do a lottery depending on the number of children signed up.

Important details!

Who is eligible: The children of full-time Bridges MN and 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. We also offer reduced tuition in lieu of volunteering, this will be \$80 per week per child for full or part-time.

Operation Hours: Monday - Friday: 6:45 am to 4:15 pm

Ages: 16 months to 5 years

Location: 1926 University Ave W, St. Paul MN (Next to Bridges Corporate office)

If this pilot program is successful, we would be interested in expanding times and to other regions.

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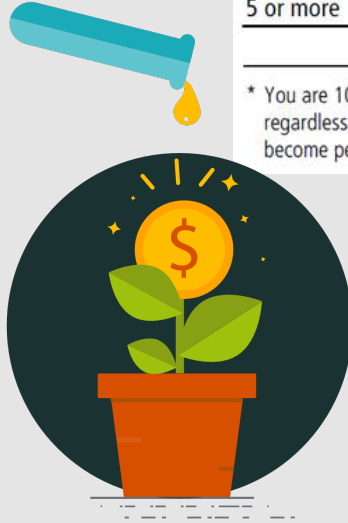
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Profit Sharing

Over 300 of you received Profit-Sharing funding into your retirement accounts. For those of you that were eligible, you were awarded a percentage of the company's proceeds, and we proudly deposited money into a retirement account that belongs to you. If you have a 401k account setup through us, we used that. If you don't, we opened one for you.

This money is on a vesting schedule. Vesting will start from your original date of hire, and you will be credited for one year of service for each year in which you work 1,000 hours. Should you leave Northstar or Bridges before completing 5 years of service, you are entitled to receive the applicable percentage of employer contributions based on years of service. After year 5, 100% of the annual profit sharing you receive is 100% vested. IT PAYS TO STICK AROUND. To further explain this, we have included the vesting schedule below.



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.]

This is a great way for all of us to realize our part and have a sense of ownership in the company. We're in this together, and we all play our parts to make the company work.

We will be sending those who are eligible an individual email in the coming weeks with the amount you were awarded! Thank you for being a part of the NorthBridge family.

Powerless but Powerful *-Anonymous-*

The experience of social injustice, murder, protests, and riots in response to the murder of George Floyd was felt on a level so close to home that it became surreal. Feelings of unrest, anger, sadness, despair, and fear resonated in the community and through each one of us. We feared going to work, we feared walking to the store to get essential goods, we feared losing our jobs, we feared for our lives, and we feared not being heard.

When working in disability services, we are called to help people. We choose this field because of an innate desire to prompt necessary change by supporting people. Often our minds focus solely on the clients we are serving and not on the peers we are working with. It's often lost on us that the work we do each day affects our mental health every single day. This tragedy propelled each of us into a state of

uncertainty and astoundingly we witnessed something truly beautiful come out of something horrible.

When we found ourselves standing at the mirror of fear, looking back at our reflection and realizing we had to verbalize our fears to our employer, supervisor, family, peers... that became a pinnacle point for many of us. When our employer, our supervisors, and our peers were in a place of uncertainty on how to handle these very real feelings and concerns, this place of powerlessness pushed each of us into a very powerful force.

What did we do? We LISTENED. We did not offer false promises or hopes. We did not try to justify or make sense of the murder of George Floyd. We stood side by side, held one another up, supported our peers by working extra hours to keep peers safe from travel to and from work, we offered to help clean up our community, we donated our time to deliver essential goods to places destroyed and needing compassion. We showed ourselves, our community, our employer, and our peers that we are in this together. We are taking this feeling of powerlessness and making it into something beautiful and powerful = change.

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Employee Assistance Program and Staff Support Group

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/Bridges MN employee (including management and ownership) will ever know if you called and what the nature of that call was.

Northstar employees, see details for the Northstar Employee Assistance Program [here](#).

Bridges MN employees, see details for the Bridges Employee Assistance Program [here](#).

In addition, Vanessa Sovine, Director of Development and LMFT PhD, is offering **Zoom staff support groups** to all Northstar and Bridges staff.

The purpose of this group is to have a space to vent and receive validation and support regarding any concerns or frustrations (both work-related and personal). We work in a challenging field and spend a lot of our energy supporting our clients. This is the time for you to receive the support you need. There is no commitment; you don't even need to sign up.

Anything said during the group will be kept confidential. This meeting is your safe space to be vulnerable, and respecting that space is priority number one. If you want more individual time, you can reach out to Vanessa at vsovine@northstarbhm.com

When: Every other Wednesday (starting 7/15)
7:00 am and 6:00 pm

Who: Anyone who is interested;
Vanessa Sovine will host

Where: Zoom

7:00 am
meeting link <https://zoom.us/j/461683331>

6:00 pm
meeting link <https://zoom.us/j/118372464>



Rumi Story

As many of you know, RUMI is a matchmaking platform that connects individuals with a disability to a live-in caregiver roommate. RUMIs have the opportunity to work from home and earn up to \$52,000 tax free for being a caregiver-roommate.

This year, one of our Bridges MN employees, Romero Cannady, created a profile and matched with his RUMI in less than 2 months! Romero also has a full-time position at Bridges MN as the fleet manager. He manages over 100+ vehicles for Bridges MN. On top of his role as fleet manager, Romero is also a full-time college student at the University of Minnesota!

In addition to his Bridges MN salary, Romero also makes \$52,000 tax-free from RUMI! RUMI has given Romero flexibility with his busy schedule and the opportunity to earn extra income. He is his own boss, gets to work from home, and gets to help someone live more independently.





NBH Alumni Group

Northstar Behavioral Health now has an Alumni Group! Clients who complete a Northstar Behavioral Health program are eligible to join two weeks after completion. There is a private Facebook group for Alumni. Clients can email the alumni email address at Alumni@northstarbhmn.com and request the link to the Facebook group. There are a lot of great things in store for the Alumni group.



Food Drive

Ramsey Team held a food drive on Friday, June 14th at University and Wabasha locations. They were able to receive various food and housekeeping donations to help support the clients we serve who were most affected by the recent riots. Residents at Bridges MN apartments Longfellow and Phillips have been unable to access local transportation, grocery stores and shopping centers. In response, the Ramsey Team decided to bring these needed supplies to them. Now every week, the clients are able to "shop" for whatever food/drinks/supplies they need for that week without worrying about going out in the community during this challenging time.





Kim's Retirement Party

Kim Delaney's retirement party celebrated her incredible commitment and dedication over a career that spanned 34 years and 11 months (but we're rounding up to 35!). Congratulations to Kim, and very best wishes for a well-deserved, relaxing retirement.

"Tag, you're it"!

Who said social distancing had to be boring? Our NBH Team found a creative way to connect and interact with each other while staying safe. Thank you to everyone that participated!



Employee Survey

Your opinion matters. We would really appreciate it if you take a couple of minutes to provide your honest opinion and feedback, so we can keep working on being better for our clients, employees, and community members.

Why should you complete the survey? Based on your feedback in past years we have made some changes:

- Creating the NorthBridge Child Development program
- 401K match changes
- Profit Sharing changes
- NorthBridge University
- Promotions of employees and other leadership changes
- Care Delivery changes



[Click to complete Northstar Employee Survey](#)
[Click to complete Bridges MN Employee Survey](#)



Free ESL classes

We will be offering Free ESL classes to ALL Staff at Bridges headquarters office. If you are interested, please email Vicki Knott at vickik@bridgesmn.com.

