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WE STRIVE TO
PROMOTE A
HEALTHY
WORKFORCE!

We have a Health & Wellness Winner

Thank you to everyone that participated in our winter health and wellness challenge! We strive to promote a healthy workforce, which will have benefits to both your professional and personal lives. You all spend significant time taking care of others. It is also important to take care of yourselves. To help motivate people to focus on self-care, we created the winter health and wellness challenge, and over 54 employees competed! We are thrilled to announce the winner, Paige Kissinger. **Paige has won a free flight and lodging** for her and a guest to a tropical destination. Congratulations Paige!

Also, congratulations to our 2nd place finisher, D'Narius Lewis, who won a \$100 gift card. We will continue to offer exciting opportunities for employees. Make sure to keep an eye on your email for future events!

INTRODUCING NORTHBRIDGE UNIVERSITY

We sent all of you an email on January 25th, and we want to double down to tell you we are absolutely thrilled to announce the launch of **NorthBridge University** - a service that is available to both Northstar Behavioral Health Employees and Bridges MN employees. (See what we did there? Northstar + Bridges = NorthBridge). We have heard that team members are interested in opportunities for professional development and personal growth, so we are excited to launch this service to provide those opportunities.

To start, we have scheduled multiple events. Make sure to check your emails to take advantage of this amazing opportunity! And if you would like to see a class offered about a particular topic, please reply to your email with your ideas. If you are an expert in an area and would be interested in leading a session, let us know.

Resident News

Marrie Bottleson with her roommate, Jacque, selling her work at the Saint Paul Art Crawl. Marrie had a very successful show. She even sold 5 paintings to one person!



(Josh's first time carving pumpkins. His infectious smile is in full effect.)

Submitted by Zachary Horton,
Residential Supervisor



MONTHLY ART PARTY CLASSES

BridgesMN has started up the Art Party classes again. We had a range of staff and individuals who receive support participating in the class and everyone did a wonderful job! Classes typically happen twice a month!



Submitted by Lindsey Ries, Program Manager

Team Member News

On September 27th, our annual men's leadership trip traveled to Los Angeles to watch the Vikings take on the Rams. To qualify, one must be a supervisor, manager, or director for at least 6 months. It was a great experience, and we're already looking forward to next years.



Attendees from left to right included Bach, Ross, Patrick S, Terry, Rueben, Frank, Blake. Not pictured is Paul and Luke.



Patrick proudly showing his Vikings spirit.



Team Member News Cont.

The Human Resources team went to FlannelJax's Axe Throwing for a team-building event. The only thing that was injured were a couple of egos. Apparently, it is harder than it looks.



SHARING SUCCESSES

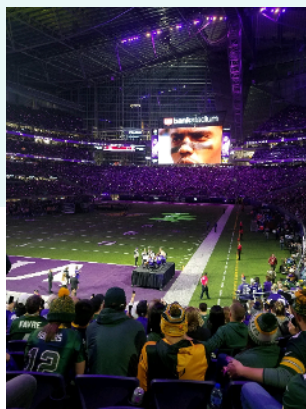
Diana's 25th Work Anniversary

Diana has been with Sur La Rue (which was acquired by Bridges MN) for 26 years as of 8/21/2018.



Diana is exactly the type of employee who emulates the mission of Bridges. She comes to work with a “glass half full” attitude and can bring a calmness to any challenging situation.

In honor of her 25th anniversary (just a short year later), we gifted her and her husband a “staycation” where they stayed at the Hewing Hotel, had dinner there, and enjoyed the Packers / Vikings game at U.S. Bank Stadium.



Bridges Holiday Shop

On December 13th, Bridges MN hosted popup Holiday Shop, complete with hot cocoa and cookies! We were humbled by the large amounts of clothing and household items that were donated to Bridges by friends, family and other community members. These donations were set up into a shop in our training room, and the people we serve and our staff were able to come and shop for free! One gentleman was able to get almost everything he needed to move into his apartment, including dishes, sheets and decor. It was a delight to get to see so many people walk away with so many fun items!

Submitted by Megan LePlavy, Training Manager

THE HEART IS YOUR MOST IMPORTANT MUSCLE TAKE CARE OF IT!

Heart disease is the leading causes of death for men and women in the United States. The good news? It can be prevented by making healthy choices and managing health conditions.

You can make healthy changes to lower your risk of ever developing heart disease.

HEART HEALTH TIPS:

1. Watch your weight
2. Quit smoking and stay away from secondhand smoke
3. Control your cholesterol and blood pressure- use spices to season your food instead of salt all the time
4. If you drink alcohol, drink only in moderation
5. Get active and eat healthy

Submitted by Ashley Humphrey,
Director of Nursing

MAKE HEALTHY
CHANGES TO
LOWER YOUR RISK



QIR Winners (Quality Indicator Report)

Submitted by Ross Denne,
Vice President of Real
Estate and Quality

I'd like to start by congratulating the TEAMS who finished 1st, 2nd and 3rd! Each team member earns a reward. \$100 per person for 1st place, \$50 per person for 2nd place and \$25 per person for 3rd place.

Winners – Onondaga team, \$100 gift cards to each team member

2nd place – Cottage, \$50 gift cards to each team member

3rd place – Tie between Jackson and Oakridge, \$25 gift cards to each team member

Birchwood, Laurie Road, Kennard and Front were right behind! Congratulations!



JCP, Metro Development Director, Interviews Thema, Program Manager

How long have you been with Bridges?

1 year and two months. I started as the RS at Taylor and was promoted in Oct to Program Manager. I now supervise Taylor and the Birmingham site.

What's your favorite thing about being a Program Manager?

Going on the annual women's trips every year! I've never worked anywhere like this before.

How do you keep your staff motivated?

I implement a "Staff of the Month" board at each house. The staff of the month is chosen based on their DSP KRAs, documentation, and client interaction. From that, I grade each staff. The highest ranked gets Staff of the Month.

What does one get if they are Staff of the Month?

I gather info on each of my staff and find out their likes, hobbies, interests, etc. and then I give them a little gift. Some of the things I've given the winners are movie tickets, a basket full of favorite pop and candy, and a nice journal. It's really about getting to know my staff and what makes them tick. They also have their picture up on the Staff of the Month board at the house.

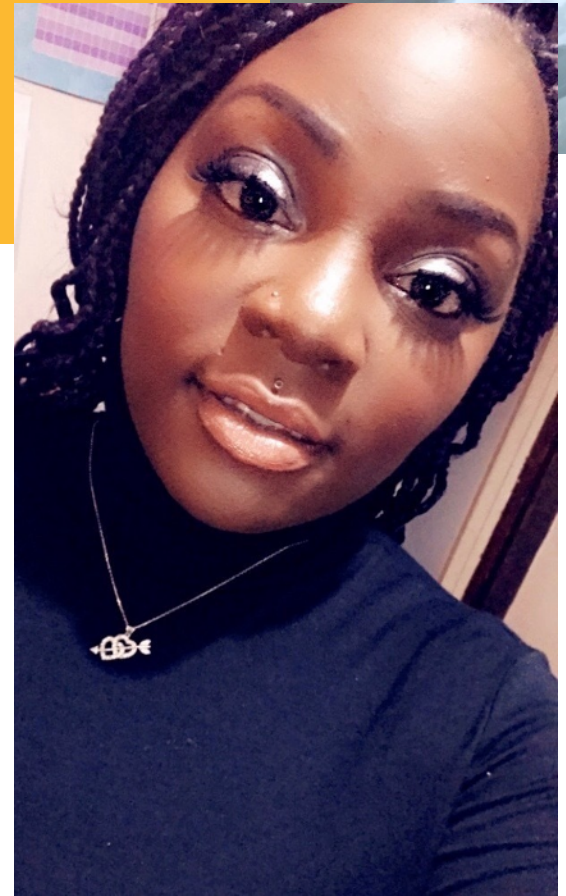
What effects have you seen on staff since implementing Staff of the Month?

It has impacted staff completing their trainings and attendance has greatly improved. Even staff attendance to my house meetings has increased. They really have made an effort to be the best they can be.

How has this affected the people you serve?

I think it's been affecting them very positively as staff are more consistent in coming to work and their level of engagement with the residents has increased.

Submitted by Jen Cadwell-Parker, Development Director



Now just a fun question - If you could have dinner with any celebrity, dead or alive, who would it be and why?

Aretha Franklin and Elvis Presley because I love their voices.

(P.S. next time you see Thema, ask her for her Elvis impression!)

We need your help to keep our facilities in great condition.

Please check the outside of your house to make sure there are no hoses attached to exterior faucets. If there is one, please disconnect it and store the hose in a storage room or garage.

Please continue to make sure to use salt on your sidewalks and steps to make sure your walkways are safe for clients/staff/guests. If you don't have salt at your house, please purchase salt immediately. Here is an example of what to purchase [ICE MELT](#).

The Property Management Department is currently conducting site visits in order to construct a more thorough preventative maintenance plan for each BridgesMN property. In the following months instructions will be provided to each RS about their responsibilities in helping our company maintain and/or improve each property. More details on this process will be sent at the end of the month.

If you have any questions or concerns about the property you work at please email brenth@bridgesmn.com.



Submitted by Brent Holck, Property Manager

Referral Bonus!

We would like to pay you a bonus, but we need your help to do so.

As we continue to grow, we are always searching for great employees, and our best source for new employees is you! Thus, I would like to take a moment to remind everyone that we have a referral bonus of \$250!

If we hire an employee you refer, after their 6 month anniversary, you will receive a \$250 bonus. Please note that there is no limit on the number of people you can refer. In fact, we have one employee who has referred 8 employees, which means she is looking at a \$2,000 bonus! That could be you!



LAST WORDS

Again, we can't thank you enough for being part of the Bridges family and for all of your hard work!

If you have something you would like to submit to the newsletter, please email Bach Parker at BachP@BridgesMN.com



Connecting Opportunity with Independence

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