



NorthBridge

The newsletter with monthly updates and news



ON THURSDAY
JANUARY 20TH
THE RUMI APP
WAS OFFICIALLY
LAUNCHED!



IN THIS ISSUE:

- 2 Rumi app launch
- 3 Rumi connection
- 4 North End remodel
- 5 Northstar Behavioral Health Development Program
- 6 NBH Success Story
- 7 MSSA information
- 8 Interior Design update
- 9 BMN Success Story
- 10/11 Child Development updates
- 12 CNA Training
- 13 Profit Sharing
- 14 College grant opportunities



We are super excited to announce that Northwest Pathways to Independence is now officially known as Bridges WI!

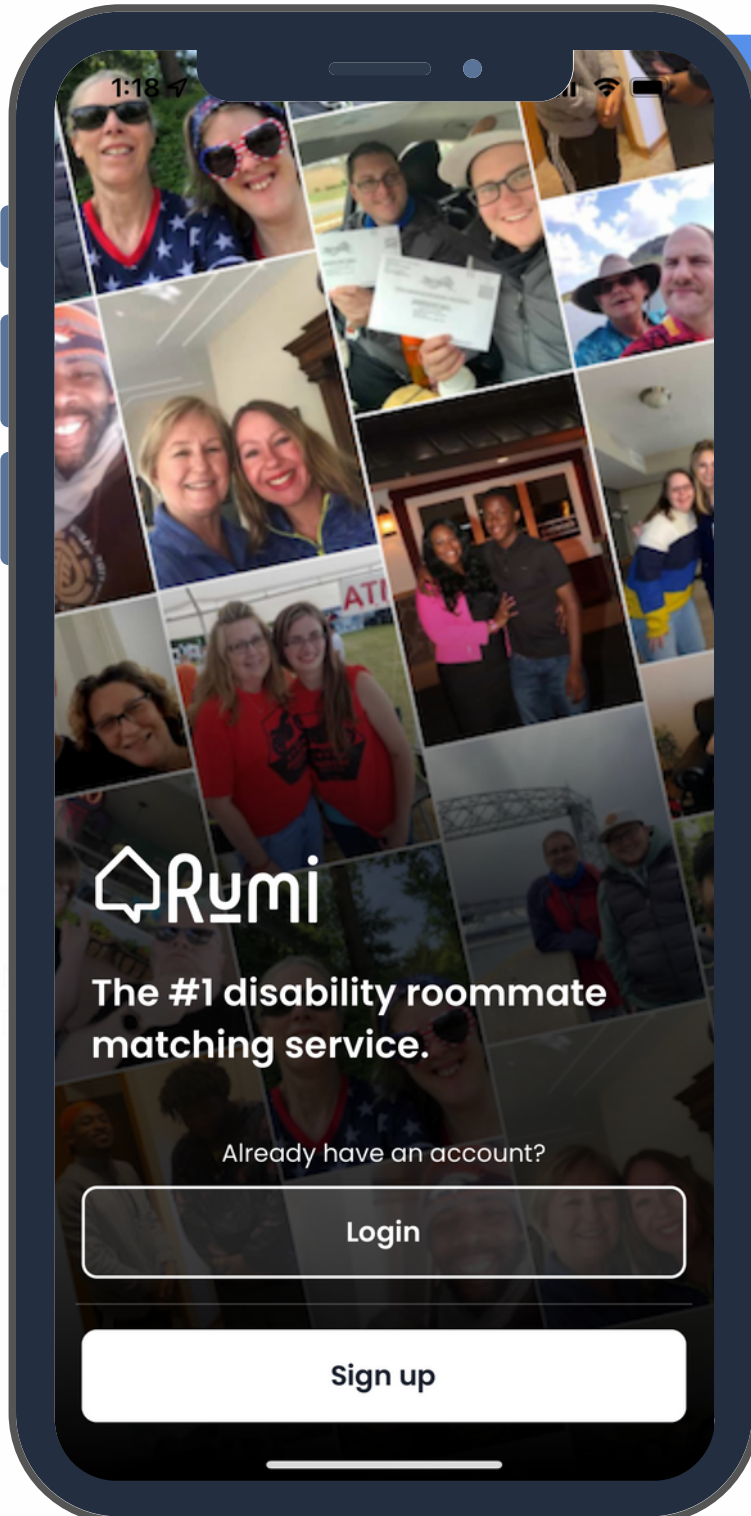
We are so excited about this change and we are thrilled that we finally get to share this with you! Thank you all for supporting us, and continuing to during this next chapter.



Introducing the new Rumi App!

Rumi has officially launched their mobile app! It is available to download on the Google Play and App Store.

Our development team, Alec Dewitz and Ethan Kavanagh, have been working on this app for 6 months. They have put in countless hours to get this app launched. Numerous tests were completed to ensure the best user experience. The app offers a seamless way to connect with individuals that have similar preferences to you, chat with your connections, favorite certain profiles, and hopefully lead to a new Rumi pair! Users can connect and message each other all from the power of their phone. Download the app today and start.





A little 2021 recap from our Rumi connection, Jim and Bryan!



"Another year has gone by and I believe it was a good year for Bryan and myself . Bryan and I went on a number of road trips and on a long trip in June. We made it to 17 different states last year and 4 National Parks. We both hope this year we will be able to go back up North to **Voyagers National Park!**"

Sounds like they had themselves an adventurous 2021 and with even more to come in 2022!



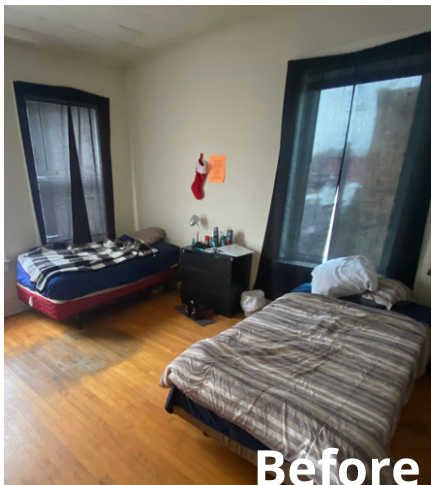
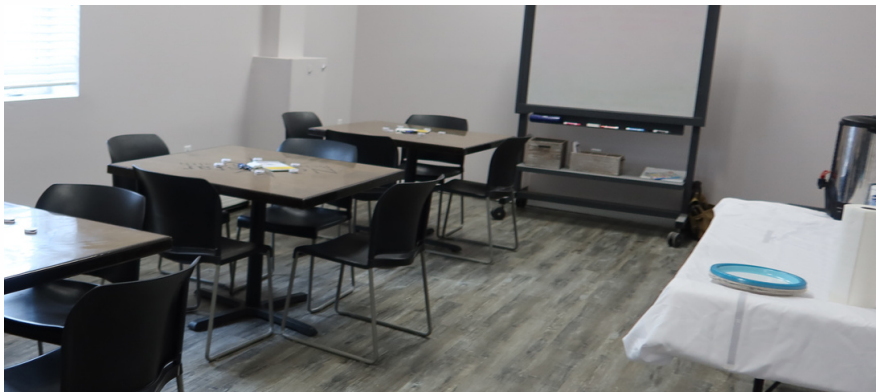
North End Remodel & Roundtable Discussion

Northstar celebrated the re-opening of the North End residential facility on January 26th. The building had a complete refresh this fall and on January 26th we invited our partners in the field to come take a look and join in with us on our Roundtable discussion!



ROUNDTABLE DISCUSSION

We work with a clientele that has numerous needs. Often times, it can feel as if we aren't equipped to serve the clients as we would like. And when we need to refer a client to a higher level of care we meet roadblocks such as long waitlists or lack of support with community resources. This frustrates clients and staff alike. How do we as a community manage this? We at Northstar want to start a series of roundtable discussions where we can come together and share frustrations, thoughts and solutions. We are reaching out to everyone who may be impacted by this situation to come lend their voice to our discussions....**all are welcome!**



Before



After





Northstar Behavioral Health Development Program

Happy New Year to everyone!

If you are one of those people who made a resolution to engage in professional development then this is the opportunity for you!

WHO

YOU

WHAT

The Northstar Behavioral Health Development program (NBHD) is meant to recognize staff who are committed to developing and growing within the company by providing additional training, education, mentoring and support. It is a free program offered to all staff at all levels.

WHERE

NBH's corporate office.
1350 Arcade St, St. Paul, MN
Keep an eye on Covid restrictions/ could change to Zoom

WHEN

Three times a year. The class will be 1.5 hours per week (3-4pm on Tuesdays) for 3 months/12 weeks straight. Once a staff member has graduated the class portion he/she will be eligible for extra activities, promotions, events and mentoring. They will also be eligible for \$300 that they can use for any personal purpose.



Our Northstar Assessment line received a call from a Parole Agent informing us their client was going to be released from jail, but the original assessment was never completed. The judge specifically requested that the client be transitioned to a treatment facility after their release on Saturday. However, since the first assessment was never finalized, there was nowhere for this individual to go when they were released. Here is where our team was truly able to help! One of our Assessors contacted the jails' Program Officer in order to get everything coordinated ASAP. They performed all the interviews and assessments that were needed, and they ended up transferring the client to the treatment center TWO DAYS PRIOR to their ultimate discharge. The once very anxious Parole Agent sincerely appreciated Northstar's efficiency, and the client was grateful to be in a safe treatment center.

The moral of the story is this, if you or someone you know is in need of support, we encourage you to reach out to our assessment line at (651) 341-0929. We have openings for men and women, and we will do everything we can to assist you and your loved ones.



Rumi & Bridges will be at the



MSSA Annual Training Conference and Expo!! March 16th-18th 2022

MSSA's Annual Training Conference and Expo is the largest, most comprehensive, cost effective health and human service conference in the Midwest. Educational sessions cover a broad spectrum of topics and featured high quality, local and nationally recognized speakers.



MSSA
2020

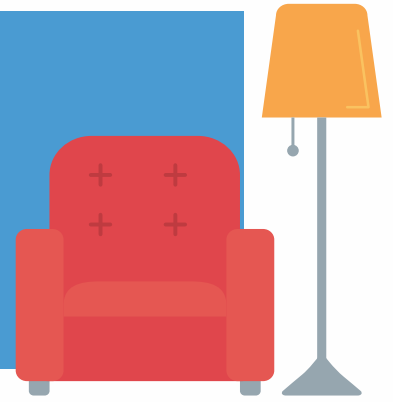


COVID-19 Statement (UPDATED 2/1/2022):
MSSA's in-person conference, attendees must provide either proof of up-to-date COVID-19 vaccination (with last dose at least 2 weeks prior to the conference, including booster dose if eligible) OR proof of a negative COVID-19 test (PCR or antigen) conducted by a third-party medical provider within 3 days prior to the conference. All individuals, regardless of vaccination status, must wear a mask covering their mouth and nose when not actively engaged in eating and/or drinking onsite. Presenters will be exempt from the mask requirement during their presentation.

TO LEARN MORE PLEASE VISIT WWW.MNSSA.ORG



Interior Design



BEFORE



AFTER



Our employment services team has been busy making amazing improvements to our residential homes!

This resident's home on the left needed some light, color, and organization; the existing vertical blinds blocked a lot of the natural light. With a little paint, lamps, curtains and some decor the resident was left more than happy and before the Interior Design team left this home, the resident was already using the space with his staff!





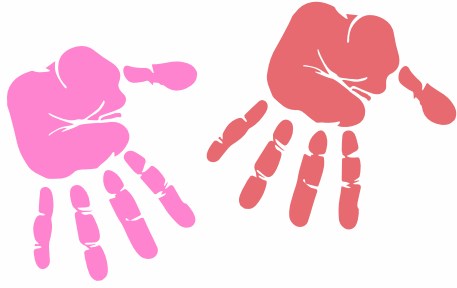
Colleen & Sophia

This client informed us that we could share her story, but she wanted to omit her name. So, for the purpose of this message, we shall call her Sophia.

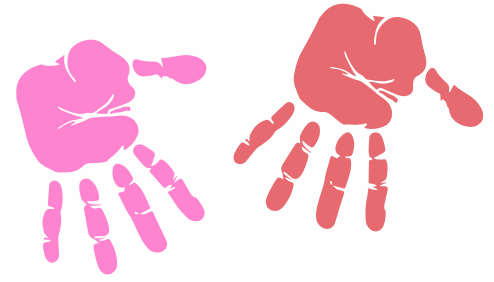
Sophia was referred to us from a state psychiatric hospital because she was very unhappy in the institutionalized living setting. She had some significant struggles, so when she came to Bridges, she had two staff supporting her 16 hours a day and one awake staff supporting her overnight. Colleen was hired to support Sophia as the location's Residential Supervisor, so Colleen worked with Sophia every day. Sophia, Colleen, and the other staff all committed to establishing trust, and through that trust, Sophia started achieving goals.

Soon, staffing was reduced to 1 staff during the day, and the impressive progress continued. Day after day, Sophia and Colleen increased their bond. Fast forward several months to today, and Sophia was able to leave Bridges and all her supports to live with her family again, having complete independence. Although we will miss Sophia, we are highly impressed and happy for her.

This success story is a pillar of our mission - supporting individuals and helping them transition to the most independent setting. Today, her setting is just that - independent of all supports! We would like to thank Colleen, our fantastic Residential Supervisor, for working hard to transition Sophia from 2 support staff to 1 to ZERO! The impact she had on her team and on Sophia makes all of us proud!



NorthBridge
CHILD DEVELOPMENT



The toddlers have been making all kinds of messes with their sensory activities! They love being able to make a mess and learn at the same time! They are learning how to put on their own shoes, boots, snow pants and jackets so they practice each day when they get ready to go outside. They love to go play in the snow! They have also been working hard on learning their shapes and colors.



The preschool class has been working on their letter recognition. They are learning to use their fine motor skills to cut with our safety scissors and they are doing a lot of fun sensory activities each day! They also love to go play in the snow and try to build snowmen.





The pre-k class has been learning to write their names without tracing. They find new fun ways to practice that every day. They like to write in salt, whipped cream and shaving cream because it makes learning more fun! They are also working on learning a new site word each week where they learn to read it and write it. They like to go find their site words in books too.



Our whole center had a big Valentine's Day party where they got to decorate valentine cookies, dance, share valentines with their friends and play all kinds of games. We have a great group of kids here who we love to see each day and they love to come see each other. They all welcome the new friends that come into our classrooms and include them in all of the fun!





CNA Training



Minnesota is currently setting a goal to recruit, train and employ at least **1,000 new certified nursing assistants.**

In order to do this, they are covering the cost of tuition, books, uniforms, and the cost of the certification exam. The training typically takes 75 hours, which ends up lasting around 2-3 weeks. There is a variety of dates and times, so you can take a class while maintaining your current schedule. After you finish your training and pass the certification exam, you will officially be a certified nursing assistant. If this sounds like something that you would be interested in doing, then please apply to one of our open positions after you finish training and taking the exam!

If you would like to learn more information about this program, please follow the link below.

www.ohe.state.mn.us/CNATraining/



Let's Talk About 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 they worked at least 1,000 hours, and were employed at the end of the tax year (12/31/2020). 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.



What is profit sharing? A profit sharing plan is a plan that gives team members (that means you!) a share in the profits of Northbridge. Under this plan, a team member receives a percentage of the company's profits based on annual earnings.

Profit Sharing Breakdown

Years of Service	Percent Vested
Less than 1 Year	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 employes, 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 372 NorthBridge employees who were awarded a share in the profits of Northstar and Bridges respectively.

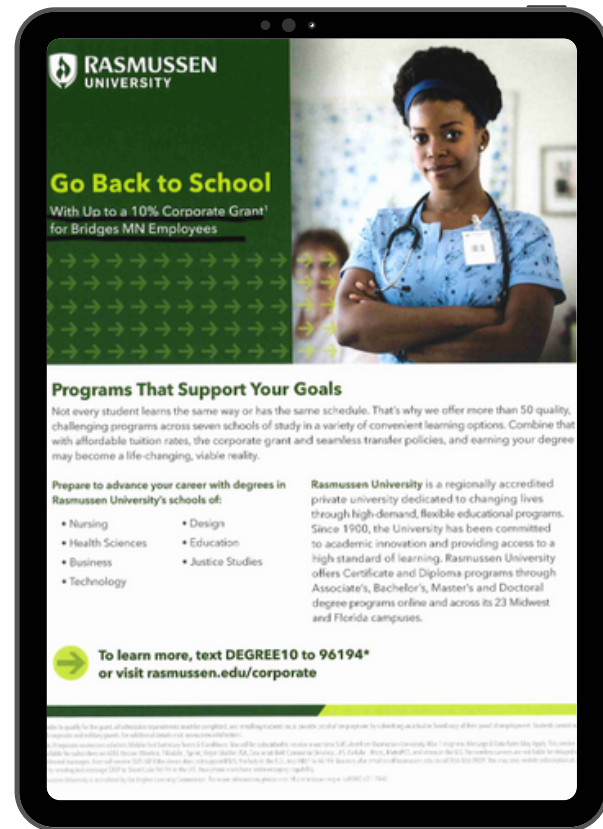


Rasmussen tuition:

Employees of Bridges MN are eligible for a 10% Corporate Grant from Rasmussen University. There are locations in Blaine, Bloomington, Brooklyn Park, Eagan, Lake Elmo, Mankato, Moorhead, and St. Cloud, Minnesota! They offer a wide variety of programs, so while you work to further your education, you can also save money on school!

Bridges MN has multiple regions throughout the state and we have different shift options. So while you go to school at Rasmussen, you can have a job that works with your schedule!

Follow link to learn more
rasmussen.edu/corporate



ATTENTION!

College tuition available for workers who provide direct care and meet income requirements. The Minnesota Future Together Grants offer tuition-free pathways for students in high-need career areas including healthcare!

Effective: Spring 2022 through 2024 or until all funds are dispensed

This new program is for Minnesotans earning a certificate, diploma, associate's degree, or bachelor's degree at any public institution throughout the state of Minnesota.

For more information about these grants and to see if you are eligible please review the full announcement at www.ohe.state.mn.us

(College tuition available for workers who provide direct care and meet income requirements)

