



The River Review

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Carroll Bagwell, PHR, HR Director

Reflections by the River

This edition of *The River Review* contains a great deal of information about events that are a product of the work of our newly formed Wellness Committee. The Wellness Committee has gotten off to a wonderful start with the recent Health Fair. Plans are underway for more events with nutrition being the focus for the month of March, finances in April, fitness in May and June being a time of employee appreciation. I believe a thread that runs through those events is that wellness is not something we simply do for ourselves but is also something we do for others.

I once heard Keith Miller, an author and theologian in Austin Texas, say that there are really two kinds of people. He said that there are those people who pull us down, what Psychologists call "basement people". That's the bad news. He went on to say that the good

news is that there are also "balcony people", people who hang over the rail, cheer us on and pull us up. Miller believes that we have a choice. We can choose to be and surround ourselves with "basement people" or we can choose to be and surround ourselves with "balcony people". The choice, however, is ours to make.

The work we do in this place can produce moments of great joy as well as moments of extraordinary pain and sadness. We desperately need each other as we do this important work together. We need to have and be people who lean over the balcony railing and shout to one another, "I believe in you! You can do it! Keep at it." When we can do this, in our own way, each one of us becomes a member of the Wellness Committee!

*--Paul Pradat
Chief Clinical Officer*

NUTRITION MONTH

The American Dietetic Association has deemed March as National Nutrition Month. Cumberland Heights is adopting this as our Wellness theme for the remainder of March. We plan to offer some healthy eating options for the River Road dining room, healthy eating options for dining out, some educational seminars on nutritious topics (see Lunch-n-Learns on Page 3), and opportunities for an inexpensive weight loss program at work.

For more information on National Nutrition Month, go to www.eatright.org

Nurse of the Year Nominee



awards presentation at the 2nd Annual March of Dimes Nurse of the Year Gala in Brentwood as a finalist.

Nita Chester, Director of Nursing, was among the finalists for the 2nd Annual March of Dimes Nurse of the Year award. This award program recognizes nurses for their tireless work to provide care, comfort and support to their patients. The event was held Thursday, December 1st at the Franklin Marriott Cool Springs.

Nita was nominated for the Behavioral Health category by **Cinde Stewart Freeman**, Associate Executive Officer, and **Martha Farabee**, Chief Development Officer, in recognition of her efforts with the patients of Cumberland Heights, but also for her obvious dedication to her nursing staff. Cinde wrote, "Nita exemplifies

the spirit of a true healer, showing compassion to the most broken of alcoholics & drug addicts who come seeking help." It was noted that Nita models her "marriage of compassion, humor & skill for her staff" by demonstrating "how a single individual can provide the hope & inspiration that changes lives."

Nita has been in nursing for 20 years, with over 13 years of service at Cumberland Heights. She received her nursing degree from Tennessee State University in 1991 and attained her RN license in March 1991. She is the mother of Caleb & Joshua, wife to Rick and resides in Pegram.

2012 Employee Health & Wellness Fair

Cumberland Heights hosted its First Annual Employee Health & Wellness Fair on Wednesday, January 25 from 12-4p and on Thursday, February 2 from 7:30-9:30 am in the FLC Gymnasium at River Road.

Held in conjunction with the Employee Health Fair employees electing UHC medical coverage with the Wellness option were **required to attend in order to complete a Biometric Screening**.

UHC, Met-Life, YMCA, and 30 other vendors were onsite to help answer questions, provide information about their services and offer free gifts.

Those who attended got to enjoy free shakes from Smoothie King and Body by Vi, free chair massages by Robbie Wiseman, LMT, free t-shirts, demonstrations by CrossFit MusicCity, and had a chance to win one of 30+ door prizes.

The feedback from employees and vendors was that this event was a huge success! We hope to have this much fun again next year!

A special thanks to the Wellness Committee as well **Chris Berkey**, **Jennifer Crouch**, **Russ Taylor** and **Jim Threadgill** for all their assistance and support.

2012 Merit Raises

The Executive Team is pleased to announce that Cumberland Heights is in a position to award merit raises in 2012. The departmental averages will should be 3%. An individual may be awarded a merit raise ranging from 0-5% based on job performance over the past twelve months.

Employees on probation will not receive merit raises, but may be considered for a merit raise once performance deficiencies have been corrected.

Employees receiving ratings of 1 or 2 will have specific plans of action to correct the performance deficiencies.

Merit raises will be effective the first payroll following the month when they are due. Example, employee receives annual performance evaluation in March and is eligible for 3% merit increase. The increase will be effective April 2nd and will be reflected on paycheck dated April 20th.

The date of the last wage increase will also be taken into consideration.



Kathy Knox won the 1st Annual Chili Cook-off held on November 29th and was awarded a \$100 gift card by Jim Threadgill and the team of judges. Check out her winning recipe on Page 3.

Hot Huzzy Cow Carcass Chili By Kathy Knox

2 lbs ground sirloin
4-6 Tbsp hog jowl or bacon grease
2 Tbsp minced garlic
2 large sweet Peru onions, chopped
2 large poblano peppers, chopped
3 bell peppers, chopped
3 large jalapeno peppers, chopped
2 cans Rotel tomatoes with habanera peppers
1 28-oz can Hunt's crushed tomatoes
1 can Hunt's tomato paste
3 cups water
2 pkgs McCormick's Hot Chili seasoning
Sea salt to taste

Brown sirloin in skillet; add grease once meat browned. Add garlic, all peppers, onion & Rotel. Cook until veggies tender. Add tomatoes, tomato sauce & water. Cook on medium until mixture is hot. Add seasoning & salt & simmer 2 hrs, stirring constantly.

Wellness Lunch-n-Learns

As an employee of Cumberland Heights, you are cordially invited to attend any and all free wellness seminars that will be offered 2-3 dates each month at River Road. The topics featured will depend on the issue of the month as scheduled by the Wellness Committee. Lunch-n-Learns will be scheduled for 1- 1 ½ hours during regular dining hours and will be held in the auxiliary dining room. Check out the scheduled topics for Nutrition Month:

- ✚ March 21 - Lynn Henderson, Nutritionist, will be speaking on the *MyPlate* initiative
- ✚ More...to be announced as scheduled

Upcoming Events

- ✚ March 14 – Grand Rounds: Dominion Labs, 12-4 pm, FLC Auditorium
- ✚ March 15 – New Employee Orientation, 9a-4p, Conference Room A, River Road
- ✚ March 28 – Joani Gammill, Interventionist, Guest Speaker at Cumberland Heights, FLC Auditorium
- ✚ March 29 – Joani Gammill, Guest Speaker at “Reaching New Heights” Women’s Lunch, Hillwood Country Club
- ✚ April – Manager & All Staff Meetings
- ✚ April is Financial Wellness Month
- ✚ May is Health & Fitness Month
- ✚ June is Employee Appreciation Month

Birthdays

Hugh Nash	March 5
Sally Dobson	March 8
Teresa Skelton	March 9
Ed Stannard	March 9
Laura Ezell	March 11
Genie Laurent	March 12
Wanda Yates	March 12
Jennifer Crouch	March 13
Mark Holladay	March 13
Patrick Denton	March 15
Amanda Kromer	March 15
Page Dodson	March 16
Travis Hupp	March 17
Stan Bumgarner	March 18
David Blackwell	March 21
Kasey Odum	March 21
Bette White	March 21
Frank Miller	March 22
Johnn'ie Mintz	March 22
John Brogden	March 25
Missy Prusinski	March 28
Traci Ferguson	March 29
Tony Greene	March 30
Krystal Spence	March 30



New Employees in 2012

Mark Holladay	Men's
Melissa Moore	Nursing
Nicki Sindle	Youth
Erin Huffman	Men's
Thomas Mingua	Youth
Dan Hogue	Business Development
Raynall Brown	Youth
Missy Prusinski	Clinical Admin
Sally Floyd	Clinical Admin
Theresa Coble	Still Waters
Jimmy Ramsey	Security
Joe Fitzgerald	Youth
David Stiles	Men's
Jocelyn Penner	Women's
Cheree Vollmer	Nursing
Carol Dennis	Nursing
Maxwell Jones	Men's
Courtney Russell	Nursing
Kristy Roll	Youth

Anniversaries

Laura Ezell	1 year
Donny Shumate	1 year
Brittani White	1 year
Rachel Robie	1 year
David Sappington	2 years
Jael Doescher	3 years
Jaime Garza	4 years
Christie Bates	5 years
Johnn'ie Mintz	5 years
Racheal Oldham	5 years
Joe Hart	5 years
Jennifer Crouch	6 years
Jermaine Smith	10 years
Teena Carson	12 years
Pam Nelson	16 years
Jennifer Organ	17 years
Tammy Stone	20 years!!!
Russ Taylor	20 years!!!

134 Total Years of Service!

Congratulations!!!

James Stoltz for passing the Certified Addictions Registered Nurse (CARN) examination!

Katie Jordan for attaining her license as a Licensed Professional Counselor /Mental Health Service Provider (LPC/MHSP)!

David Sappington and Trent Hughes graduated from the Masters in Counseling program at Trevecca Nazarene University in December 2011!