

Que Onda

April 2013

Inside this issue:

A Message from our CEO	1
Building a Better Birthday Bash at the Office	2
Thai Lettuce Cups	2
Neighborhood Watch	3
How's Your Health	3
Announcements	4

A Message From Our CEO



Hello All:

As always, on April 1, we started the new fiscal year for the agency. This year the agency budget scenario that has been approved by the Board of Directors is a little different than it has been in the past. From the projections that we have been able to do for the budget for the upcoming year, we are on a path to spend more money than we take in.

What does this mean? First, I hope you all understand that this is not the definition of a non-profit or not-for-profit agency. No organization can sustain themselves if they spend more than they take in.

Second, there are too many people (33,000 patients last year!) who rely on our services for us to begin down a negative road. So this means that the upcoming year is going to be a challenging one for us.

The health care environment changing around us. The state budget will be making some changes to the Medicaid program that we will have to deal with. The federal government will be setting up new health care marketplaces where health centers may have to change some things about the way they do business. We also expect to see new payment plans for medical services based on patient outcomes, so we would not simply get paid by the number of patient visits made.

What does this mean for us? It means that we not only will have to watch our costs – something I hope we are already doing! Turning off lights and water when not needed, being careful with expensive equipment, keeping an eye on overtime costs etc. But it also means we need to find new ways to operate that will increase the revenue that we bring in.

On the positive side, we have already been experimenting with different models of care such as Centering Pregnancy and re-organizing services like embedding a Behavioral Health provider into the medical 'pod' so that patients with behavioral issues can be seen immediately and in the same location rather than having to make a new appointment and go to a different area to see another provider. There is potential to improve revenue from these new models of care – and in the case of Centering, we know that both the patients like it and the providers like it. It is a win-win situation.

There is more good news too. With the emphasis that we have placed on quality services – and being accredited by The Joint Commission and recognized as a Top Workplace in SE Wisconsin, we are standing in a good place to participate in new practice and payment scenarios.

But the budget that the Board approved for the coming year is going to be continually under review as we move forward through the year.

Let me stress that the Board approved the budget as a starting point for a year, where they fully expect us to balance the books by the end of the year. They expressed a vote of confidence in the staff by authorizing a 2% merit pay increase – when they could have said 0%. They approved continuation of our very generous health insurance plan, with just a miniscule increase in cost to staff. And they made it clear that they expect all staff to step up to make the agency run as effectively and cost efficiently as possible. Let's do that.

Thanks, for everything you do every day.

John Bartkowski
President & CEO

Que Onda

Building a Better Birthday Bash at the Office



If you are at all like our Department, you and your co-workers like to gather over food and bring in cookies to share, order pizza or organize group lunches when it's a co-workers birthday.

It's fun to socialize over food and celebrate one another. Well, our monthly birthday celebrations in DEH had turned into a potluck of mayonnaise-laden pasta salads, soda, very little vegetables and a super sweet dessert to "top things off." Eating these foods was enjoyable during the celebration but they always left us sleepy and sluggish in the afternoon, draining our energy and making us look at the clock every few minutes until it was time to go! It didn't seem worth it to keep repeating the same silly pattern.

So, when it was time to celebrate for a health-conscious co-worker, I introduced the idea of a salad bar theme instead of fat-laden foods and a healthy fruit tart for dessert instead of a gloppy cake. The idea is that everyone contributes an item or two to the salad bar, with a checklist that asks them to bring a specific item like diced chicken or a few items like bottles of dressing. Having a checklist allows you to customize your salad bar, tailor it to the number of people participating and control how much each person is expected to spend. The salad bar method not only keeps us eating healthier, it is also much cheaper and easier to coordinate than a traditional potluck.

Now that this is part of our routine, it's working out great! Nobody misses the highly caloric foods that put us to sleep and, though we still bring in the occasional brownies or muffins to

share, we can all feel good about staying on the wellness track as a team.

When you think about it, it makes sense. What better way to tell those people in your life that you care about them than to enjoy food together that will nourish and energize you instead of make you feel less alive?

To try it for YOUR next potluck, use this checklist. Cheers to your health!

Salad Bar

- Salad greens (3 bags, preferably a variety – mixed greens, spinach, Romaine)
- Salad Dressings (2 bottles, preferably something HEALTHY)
- Chicken (cooked & diced or shredded)
- Olives (1 can), small bag of shredded carrots, 1 pint cherry tomatoes, bell peppers
- Croutons (2 bags), 2 cans of beans (garbanzos, black beans or cannellini)
- 2 tubs of good cheese (feta, bleu, parmesan)
- Hard-boiled eggs (1 dozen), peeled & chopped
- large loaves of good quality, whole-grain bread & butter
- Tuna & chopped purple onion & 1 jar of Pepperoncini
- Beverages for everyone (healthy juice, no soda)
- Healthy Birthday Treat (fruit or fruit tart)

Thai Lettuce Cups: Serves 4-5 people

- 1 tablespoon canola oil
- 8 oz. mushrooms (any variety you like), chopped in small dice
- 1 lb. ground turkey
- 1 tablespoon oyster sauce
- 1 tablespoon fresh ginger, minced
- 2 teaspoons garlic chili sauce OR 1 serrano/jalapeño, minced
- 4 green onions (white and green parts), thinly sliced and separated
- 2 teaspoons sesame oil
- Juice from 1 lime
- 1 head of boston lettuce, washed and leaves separated
- Cilantro, bean sprouts, sliced lime and shredded cucumber and carrots, for garnish
- ½ cup peanuts, toasted and chopped, for garnish

Heat a large skillet on medium high heat and add oil; sauté until mushrooms are squeaky and have released their liquid, then evaporated it completely. Add ground turkey (if using) and brown until cooked through, about 7 minutes. Add oyster sauce, chili sauce ginger and green onions (white part only). Stir to combine well and sauté for another 2 minutes, until fragrant. Turn off heat, add sesame oil and lime juice and check for seasonings. Add a splash of soy sauce (for more salt flavor) or more chili to taste.

Serve meat mixture in lettuce cups with garnishes on top. Top with toasted peanuts and enjoy a fun way to eat without forks!

* To keep this vegetarian, substitute the turkey for another pound of finely chopped mushrooms like shiitake or portabella. Vegetarian oyster sauce is also readily available in most supermarkets.

-Iris Gonzalez
(Wellness Team)



Que Onda

Neighborhood Watch



A neighborhood watch, also called a crime watch or neighborhood crime watch, is an organized group of citizens devoted to crime and vandalism prevention within a neighborhood. Neighborhood Watch participants act as additional eyes and ears for law enforcement. They do not take law into their own hands.

If you are not part of or do not have a Neighborhood Watch group in your neighborhood, here is some helpful information on how to become a member/organize your own group:

- Contact your local Police/Sheriff's office. These agencies are critical to a Watch group's credibility and are the source of necessary information and training.
- Canvass door to door to recruit members.
- Attend Crime & Safety meetings, usually coordinated by your Community Liaison Officer.
- Gather the facts about crime in your neighborhood. Check police reports, victimization surveys, and learn resident's perceptions about crimes. Often residents' opinions are not supported by facts, and accurate information can reduce the fear of crime.
- Start a block parent program to help children deal with emergencies while walking to and from school or playing in the area.
- Work with small businesses to repair rundown storefronts,

- clean up littered streets, and create jobs for young people.
- Physical conditions like abandoned cars and overgrown vacant lots contribute to crime. Sponsor clean ups, encourage residents to beautify the area and ask them to turn on outdoor lights at night.
- Organize a crime and drug prevention fair at a church hall, temple, shopping mall or community center.
- Hold regular meetings to help residents get to know each other and to make decisions about program strategies and activities.
- Translate crime and prevention materials into other languages needed by non-English speakers in your community. If necessary, have a translator at meetings.

Neighborhood watch works because it reduces opportunities for crime to occur.

Always remember that your responsibility is to report crime. DO NOT take any risks to prevent a crime or try to make an arrest. The responsibility for apprehending criminals belongs to the Police/Sheriff's Departments.

We should all consider at least being in contact with our Neighborhood Watch group or our Community Liaison Officer. When it comes to Safety and Security it is better to be proactive instead of reactive.

-Carlos R. Barrancos
(Security Manager)

How's Your Health?

Following is a list of some of the most important self-care measures for improving your health. Check the statements that apply to you, 7 or 8 is good, and 9 or 10 is excellent. Use the results to identify new health habits you hope to achieve in the coming months.

- I stay within 10 to 15 pounds of my healthiest weight.
- I follow a schedule for preventative screening and exams with my health care provider and dentist.
- I accumulate 30 to 60 minutes of exercise most days of the week.
- I eat a variety of fruits (at least 2 cups) and vegetables (at least 2 1/2 cups) daily.
- I limit red meat and other foods high in saturated fat to 2 servings per week.
- I (a) don't smoke or (b) have asked my provider for help quitting.
- I manage work stress in healthy ways, such as regular exercise.
- I feel generally positive about life.
- I relax nearly every day.
- I have a network of friends for mutual support and fun.
- I get 7 to 9 hours of sleep a day.

Remember: It's never too late to change for the better.

Note: This is not intended for medical advice. Talk to your health care provider about your individual needs.



Que Onda

Announcements

Welcome To Our New Employees:

Craig Coleman	Cecilia Moretti
Marco Cuna-Ruiz	Esperanza Perez
Jessica Gonzalez	Laura Ramos
Nathalie Guzman	Araceli Robles Estrada
Robert Jablonski	Christopher Sewell

Welcome back to SSCJHC:

Maria Natacha	Castro
Tamara	Noll
Esmeralda	Robelo

Congratulations to these employees for their tenure at Sixteenth Street Community Health Center:

5 Years:

Kiana Addison
Dalila Cardona
Dennis Doxtator
Annaliza Torres

10 Years:

Ruth Ancheta
Kathleen Donovan
Shante Ford

15 Years:

Michelle O'Toole

The following employees are no longer with Sixteenth Street Community Health Center:

Reginald Birt	Jose Negron
Desiree Burgos Morales	Jaileen Ortiz
Elizabeth Chavaria	Bery Perez
Cimarron Mannan	Marisa Reyes
Evan McDoniels	Choua Yang
Eliana McKee	

Congratulations

Codie Vassar
has been accepted
into Medical School!



Transfers / Promotions:

Kevin Janke	Mail Clerk
Rose Marie Millan	HMO Outreach and Access Specialist
Cynthia Moore	Financial Assistant
Juan Moya	Human Resource Administrative Assistant

Employees with Honorable & Perfect Attendance for the 1st quarter of 2013 are:

Perfect Attendance:

Robert Jablonski
Elsa Rojas

Honorable Attendance:

Nora Anguiano
Regina Bruno
Susana Gomez-Salgado
Melissa Perez
Maribel Perez-Rivera
Laura Ramos
Marta Rivera
Teresa Vazquez
Marcos Zendejas

