

Northbridge Newsletter



**REMINDER TO CHECK OUT
OUR CORPORATE STORE!!**
www.northbridge.ourproshop.com



With 75 items for each brand to choose from, including t-shirts, water bottles, hats, and more!

If you have not yet registered, follow the link below,
<http://northbridge.ourproshop.com/register>

Please reach out to marketing@bridgesmn.com with any questions!

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Every year, Residential Supervisors, Managers, and Directors have the opportunity to go on a leadership trip to relax and enjoy the time with coworkers.

In March the Men's Leadership Trip was to San Diego. They spent a lot of time in the sun, on the beach playing wiffle ball, and some people even went to the zoo. Below are some of the great pictures they captured while they were there!



Women's Leadership trip to Florida

This year, 109 women from Bridges MN, Bridges WI, and Rumi traveled to Florida for a long weekend. They spent a lot of their time on the beach, in the pool, at a street fair, and exploring the town of Jacksonville. A large group of them also had a fun karaoke night!



One group even went ghost hunting!



NBH Women's Leadership trip to Mexico



The women's trip for NBH this year landed the ladies in Playa del Carmen, Mexico! The ladies were able to enjoy a sun-filled adventure filled with lazy days by the beach, swimming with turtles, snorkeling off the island of Isla Mujeres and reinvigorating themselves as a connected team of ladies passionate about recovery and the lives we get to impact every single day!





NorthBridge

CHILD DEVELOPMENT

All of the kids at NorthBridge Child Development are excited about spring and summer weather. All of the classes have been doing art, science, and sensory projects to help them learn all about the weather changes!



The toddlers have been focusing on rain. They are using the rain theme to help with all of their learning. They play with water in their sensory bin and make fun sensory bottles. They are still working on counting, colors, and shapes, and a lot of them are working hard on potty training..





The preschool kids have been learning about rain, thunder, lightning, and all things that come with spring weather. They have been so excited to go outside and play every day now that there is no snow on the ground, so they have been getting extra outside time these days. They are working on letter recognition, shapes, colors, number recognition, and following 2 or more step instructions.



The pre-k kids are getting ready for kindergarten. They are learning new sight words all the time. They are practicing writing those sight words and finding them in the books that we read. They are so excited to write in new ways. They write in salt, shaving cream, carrots, and any creative ways they come up with. Allowing them to use their creativity to do this has helped them with the fine motor skills they need for writing when they get to school.



June is Pride Month!

Why do we have Pride Month? The meaning behind Pride Month is multi-faceted. Pride Month is a celebration of people coming together in love and friendship, to show how far LGBTQ+ rights have come, and to emphasize how there is still lots of work to be done.

Pride Month also commemorates the Stonewall Riots at the end of June 1969. The police raided a bar known for employing and serving New York City's gay, lesbian, and transgender community. This raid led to several days of riots and raids which ultimately led to a feeling of community and ultimately a movement that continues to emphasize the importance of equal rights for all.

To learn more about the Stonewall Riots please visit this link <https://www.history.com/news/stonewall-riots-timeline>



NBH at Pride Festival

We are proud to announce that this year NBH is hosting a booth at the Twin Cities Pride Festival on June 25th and 26th. We are super excited for this opportunity to support people in the LGBTQ+ community as well as educating on the services that we provide.

A personal note from Kathy Horner Carlson, "I encourage all to come check out our booth, and the festival itself. It is amazing to see so many people of all sexual identities just being themselves, no worries. It's a small moment in time we can breathe. If you are struggling with your own sexual identity, please know that I am a safe space."





**NORTHSTAR
BEHAVIORAL HEALTH
IS CELEBRATING THEIR
6 YEAR ANNIVERSARY
OF SERVING THEIR
FIRST CLIENT IN ST.
PAUL!**

We have continued to grow, learn, and get to a place that most treatment facilities couldn't dream of in 6 short years. We were able to add stimulant use disorder, outpatient, IRTS, mental health, and expand our Suboxone providers. This growth is because of you, our employees - your passion, your engagement, and that you show up every day.



To date, we have served over 1,300 clients – the impact on those individuals we have is immeasurable.. In addition, the ripple effect of over 1,300 people's families and loved ones that have gotten a chance because of you cannot be ignored!

Sadly, we have lost clients as well. We believe that if these individuals took one thing from Northstar, it would be that they were genuinely cared for while in our space. The best way to honor these people is to continue to fight the battle they tried so hard to overcome.

There are so many fields to choose as a career, and none more significant than the other, but know when you look at yourself in the mirror, you are truly doing something great. It takes a lot of giving, grace, resiliency, and heart to be in this space, and today is an excellent day to thank yourself and your peers for saving lives. Every day.



Northstar's softball team - Left Field Gang has started the season strong! As of May 20th they are 6-0. The team consists of staff, outpatient clients, and NBH alumni! Way to go NBH!



David Dingman,
Clinical Supervisor for Cranberry
Acres Residential Facility

HR Generalist Sara Nelson interviews Clinical Supervisor David Dingman

- 1. What is one characteristic you think every leader should possess?** Being able to just be open minded with all the staff and work with all of the different dynamics.
- 2. What do you believe makes Northstar the provider of choice?** We have that personal interaction and structure. There is a no nonsense structure here and the clients have been receiving that very well. We have the atmosphere and the freedom to be professionals.
- 3. Why did you Choose Northstar Behavioral Health?** I was looking for places for my students to intern at not too far away from where I was teaching and after looking at the site and seeing how different of a setting that Cranberry was I found myself a finding a job for myself! When I went in for the interview, I even saw one of my former students working there!

EMPOWER

Empowered people  Empower others



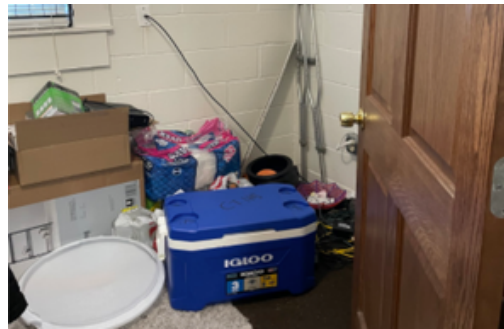
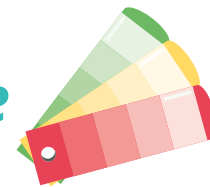
EMPOWER UPDATES:

EMPOWER Specialists Nichole Meyer and Madelyn Dailey are now providing virtual training free to Bridges staff, in various topics throughout the year to assist in expanding your knowledge and skills. See the link below to view the upcoming trainings

www.bridgesmn.com/empower-specialist-service-trainings

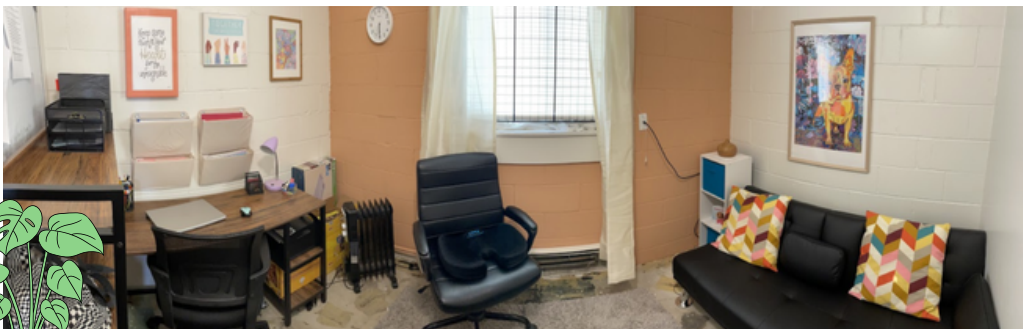


Interior Design Update



The Interior Design team continued with their project at Colonial Twins and decided to change up the office. The top two photos were taken before they started working on the room. It was dull and unwelcoming, and many excess items that needed to find a home.

They decided to paint and decorate the room and utilize it more efficiently. Now every item has a home; there are fun pops of color throughout the office and more storage space. Good job, Interior Design team; we love what you did!





SUCCESS STORY



Let us introduce you to Chris. Chris first began working at Bridges MN a little over two years ago in February 2020 with our IT team. Chris was our first ever "The Crew" member to be interested in a position with IT and he paved the way for The Crew set up we have today. Chris is a great asset to our team and we couldn't be any happier with his progress! Employment Services is so lucky to be a part of Chris' journey and we can't wait to see how he continues to grow!

IMPORTANT BENEFITS INFORMATION!

Bridges MN and Bridges WI
Open Enrollment for all Full-Time Employees begins on
June 1st and goes until June 10th.

All employees must complete enrollment, even if no changes are desired for current enrollment. We are proud to announce that there is no increase in employee cost; Bridges MN is contributing a significant portion in order to continue providing affordable benefits. Click the link for all the details www.bridgesmn.com/communications.



HealthE by Medica



The importance of healthy sleep

Sleep is an essential, often neglected, part of staying healthy. Even one night of poor sleep can negatively affect your mood, focus, and productivity the next day. Over time, inadequate sleep may lead to health problems like obesity, heart disease and stroke, high blood pressure, and diabetes.

Are you and your family getting enough sleep?

Here's what the American Academy of Sleep Medicine recommends every 24 hours:

- Infants 4 - 12 months old: 12 - 16 hours of sleep (including naps)
- Children 1 - 2 years old: 11 - 14 hours of sleep (including naps)
- Children 3 - 5 years old: 10 - 13 hours of sleep (including naps)
- Children 6 - 12 years old: 9 - 12 hours of sleep
- Teenagers 13 - 18 years old: 8 - 10 hours of sleep
- Adults: 7 or more hours of sleep per night



How to sleep better

Making just a few simple changes can improve your sleep.

- Go to bed at the same time each night and get up at the same time every morning, including on weekends
- Set up an ideal sleep environment that's quiet, dark, relaxing, and at a comfortable temperature
- Put away electronic devices like smartphones and tablets at least one hour before bedtime
- Avoid large meals, caffeine, and alcohol before bedtime
- Exercise regularly

Bridges MN employees can now access earned wages ahead of time without having to wait until payday Friday!

Access money you've already earned

Instant transfers, financial flexibility, and free with direct deposit to the Payactiv card.



Scan the QR code to go to the Apple/Google app store and download the Payactiv App

get.payactiv.com



PayActiv is a mobile app that allows you to use up to 50% of your paycheck (\$500 max) from your upcoming paycheck in the event when you need some extra cash to deal with an emergency situation.

If you are interested in using this benefit, download the App. Please note, if you are asked to enter your employee ID, you can find it in ADP.

Log into ADP through your mobile app, tap on the icon on the top left corner. Then go to Myself - Profile - Work Information. You will then find your Position ID that starts with HL4. Your Employee ID will be the last three or four digits excluding the HL4000(0). For example, if your Position ID is HL4001234, your employee ID will then be 1234. If Position ID is HL4000123, employee ID will be 123.

Please note: when asked to enter in the name of your company, please type in "Aldrich Board and Care Home" instead of Bridges MN.

If you run into any issues or you are not able to sign up, please reach out to PayActiv's customer support helpline which is available 24/7. You can also give them a call for support at 866-454-0656.

Meet our Bridges Wisconsin Team!



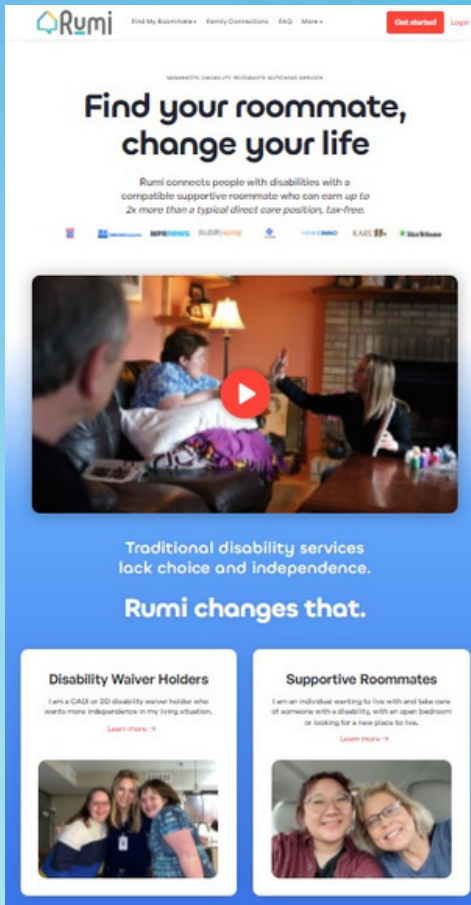
(Left to Right) Bethany Hodges/HR Coordinator, Christina Hausmann/Accounting Manager, Carrie Reed/Health Services and CLD, Kimberly Belger RED and DD, Amber Brandt/HR Generalist, and of course their mascot Sassy the cat!



There are exciting things happening for our new Bridges Wisconsin Team! They are opening their first Crisis home in Eau Claire very soon!



Rumi is now in 90% of the buses in the Metro!

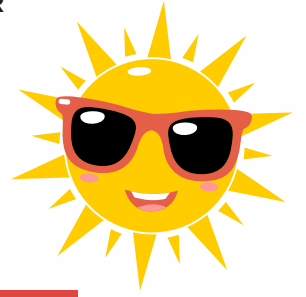


The Meet My Rumi website also got a facelift! We listened to user feedback and streamlined the content to emphasize the benefits of becoming a Rumi or a Supportive Roommate while also easing concerns by improving our frequently asked questions.

The new site makes it easier to understand the roommate-seeking process and gives easy access to information on becoming a Rumi. Since the mobile app launch, our goal has been to drive app downloads through the Meet My Rumi website and decrease the friction of potential roommate communication.

The website spotlights our happy roommates, powerful stories, and the Rumi team. Go check out the new site at [MeetMyRumi.com!](https://MeetMyRumi.com)

Things to do this summer in Minnesota:



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|---|--|---|---------------------------------------|
| ● | Visit one of MN's 15 waterfalls | ● | Pick your own berries at a local farm |
| ● | Enjoy an evening at a dinner theatre | ● | See a drive-in movie |
| ● | Go to a food truck festival | ● | Experience Lutsen in the summer |
| ● | Visit the Sculpture Garden | ● | Cool off in a local splash pad |
| ● | Rent a paddle board, canoe or kayak | ● | Shop fresh at a farmer's market |
| ● | Visit the Headwaters of the Mississippi at Itasca State Park | ● | Discover a new nature center |



Bridges MN Corporate and Regional offices are implementing summer hours beginning Memorial Day and ending on Labor day. Please connect with your direct supervisor if you would like to participate in the following hours:

Monday: 8am to 5 pm
Tuesday: 8 am to 5 pm
Wednesday: 8 am to 5 pm
Thursday: 8 am to 5pm
Friday: 8 am to 12 pm