



# NORTHPOINTE NEWS COMMUNITY NEWSLETTER April 2022

Providing news about how we improve the lives we serve through hope and empowerment.  
Dickinson, Iron and Menominee Counties

- Mission Spotlight
- Educational topics
- Keeping Connected
- Staff or Program Spotlights
- Resources
- Self-Care Tips

### Mission Spotlight:

Christmas 2021 many of our staff members visited our direct ran homes and offices to spread the joy of the Christmas spirit. Our individuals were excited to see Santa, Mrs. Clause, our favorite singing Elf, Rudolph, Snowman 1 and 2, and many other Friends. Northpointe staff also participated in a Valentine's Day card exchange. \*Our staffs passion to spread joy to those we serve is incredible\*

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## Mental Health 101:

### What Causes Mental Health?

Biological	Psychological	Environments
<ul style="list-style-type: none"><li>• Genetic</li><li>• Infections</li><li>• Brain abnormalities</li><li>• Brain injury</li><li>• Prenatal damage</li><li>• Other factors</li></ul>	<ul style="list-style-type: none"><li>• Severe psychological trauma such as emotional, physical, or sexual abuse or neglect</li><li>• An important early loss, such as the loss of a parent</li><li>• Neglect</li><li>• Lack of healthy relationships/ attachment</li><li>• Poor coping skills</li></ul>	<ul style="list-style-type: none"><li>• Changing jobs or schools</li><li>• Social or cultural expectations</li><li>• Substance abuse or mental illness within the family</li><li>• Poverty; Homelessness</li></ul>

### Warning Signs to look for and take seriously

#### Signs can be subtle

- Small changes in individual's personality or behavior
- Listen for changes in thinking or feelings
- General feeling something is "off" or not right



### COMMON WARNING SIGNS

Psychological	Behavioral
<ul style="list-style-type: none"><li>• Mood changes (irritability, depression, mania)</li><li>• Cognitive problems (memory, concentration, confusion)</li><li>• Excessive worry or fear</li><li>• Difficulty perceiving reality / disconnectedness</li><li>• Heightened sensitivity</li></ul>	<ul style="list-style-type: none"><li>• Sleep pattern changes</li><li>• Weight/appetite changes</li><li>• Social isolation / withdrawal</li><li>• Trouble functioning at work or school</li><li>• Trouble caring for oneself</li><li>• Uncharacteristic or unusual behavioral</li></ul>

### Important FACTS to Remember

- Mental illness can have a profound impact on all aspects of a person's life, and is often present with other diseases
- Mental illness is common, and yet varies from one individual to another
- Recognizing signs of the most common mental illness symptoms is important to identify appropriate care and support
- Minimizing stigmas is important to reduce barriers to appropriate care

### Resources are available to HELP!

Northpointe Customer Service	NorthCare Access Screening	Crisis Line 24/7
Kingsford Office ~ (906) 774-0522 Iron River Office ~ (906) 265-5126 Menominee Office ~ (906) 863-7841	~1-888-906-9060~	~1-800-750-0522~

**Keeping Connected:**

**Welcome New Hires**

The following new *Superheroes* have joined Northpointe. We are super excited to have them on our team!



*January*

NITA CURTIS  
MEDICAL RECORDS SPECIALIST

KATIE OURADNIK  
HOMEBASED CARE MANAGER

BROOKELYN COAN  
COMMUNITY SUPPORT SPECIALIST

AME TRUMBELL  
BELGIUM POINTE HOME MANAGER

SHERRE CHMIELEWSKI  
RESIDENTIAL CARE SPECIALIST

*February*

MEREDITH JOHNSON  
DATA CONTROL SPECIALIST

ELISABETH ALQUIST  
CLINICAL CARE MANAGER

ASHLEY WINCH  
APPLIED BEHAVIOR ANALYST TECH

JORENE STEPHEN  
COMMUNITY SUPPORT SPECIALIST

KAYLA REEVE  
INTERN CARE MANAGER

*March*

ANNMARIE NORDSTROM  
RESIDENTIAL CARE SPECIALIST

PATRICK HICKEY  
RESIDENTIAL SUPPORT SPECIALIST

RHONDA BOSHEARS  
WRAPAROUND SUPPORTS COORD

SHERRY SMITH-LABRASH  
TFCO RECRUITER TRAINER

**JOIN OUR TEAM!!!** Learn more about available positions on our website  
[www.nbhs.org/jobs](http://www.nbhs.org/jobs)



**NORTHPOINTE EMPLOYEE APPRECIATION**

Selecting an employee of the month is not an easy task to achieve when we have so many dedicated staff demonstrating their commitment to improving the lives of those we serve through hope and empowerment. Each month Northpointe chooses an Employee of the Month from all the nominees and acknowledges all those who help work towards representing Northpointe's vision, values and mission.

**January**

***Terry Bidelman ~ Peer Supports Specialist, Menominee County***

*"Terry helped his co-workers during a crisis and stayed with them long after business hours. He assisted with the transportation of the individual to the hospital in the late hours of the morning. This shows his commitment to his team and his clients."*

## February

**Colten Stevens ~ Case Manager, Dickinson County**

*“Colton always goes above and beyond to help customer service when we need assistance. Recently we had a consumer who had been closed come in asking for assistance to get to the homeless shelter and Colton dropped everything to assist us with the consumer. Colton is always pleasant and willing to help!”*

## March

**Rob Wright ~ A.C.T. IDDT Paraprofessional, Dickinson County**

*“Rob is always willing to help out his team wherever needed, especially when his team members are being pulled in other directions because of multiple consumer needs. Rob is a great team member.”*



## Superhero Nominees

<p><b>Laurie Bal</b> Emergency Services Team Lead</p> <p><b>Cheryl Beauchamp</b> Director Of Community Inclusion</p> <p><b>Suzy Brzykcy</b> Clinical Care Manager</p> <p><b>Ashley Chouinard</b> Emergency Services/Clinical Care Manager</p> <p><b>Angela Coan</b> Facility Maintenance Tech</p> <p><b>Michelle Guldswoog</b> Community Supports Specialist</p> <p><b>Brianne Hazelwood</b> Residential Care Specialist</p> <p><b>Duane Haith</b> Emergency Services Worker</p> <p><b>Amanda Mortl</b> ACT IDDT Care Manger</p>	<p><b>Jay Petroski</b> Peer Supports Specialist</p> <p><b>Marci Villeneuve</b> Emergency Services Worker</p> <p><b>Julie Liddle</b> Residential Support Specialist</p> <p><b>Donna Raboin</b> Care Manager</p> <p><b>Glenn Hyland</b> Residential Support Specialist</p> <p><b>Fran MacKay</b> Benefit Specialist</p> <p><b>Brianne Hazelwood</b> Residential Support Specialist</p> <p><b>Maria Nerat</b> Director of Acute Services</p> <p><b>Rebecca Coonrod</b> Residential Support Specialist</p>	<p><b>Angela Erickson</b> Finance Specialist</p> <p><b>Benjamin Steinbrecher</b> Assistant Home Manager</p> <p><b>Jessica Melius</b> Director of Facilities</p> <p><b>Marissa Linthicum</b> Residential Support Specialist</p> <p><b>Suzanne Cherubini</b> Residential Support Specialist</p> <p><b>Kimberly Husbye</b> Assistant Home Manager</p> <p><b>Brookelyn Coan</b> Community Support Specialist</p> <p><b>Dana Lincoln</b> Reimbursement Specialist</p> <p><b>Julie Hickey</b> ACT IDDT Team Lead</p>
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## Service Updates: Applied Behavior Analysis (ABA)



The Autism Benefit provides intensive Applied Behavior Analysis (ABA) for Medicaid individuals under the age of 21 who meet eligibility and medical necessity criteria. The service is for both individuals with Autism Spectrum Disorder (ASD) and their caregivers. ABA services are not intended to replace services provided in school or other settings. Each program is individualized to meet the needs of the individual and family .

The Autism Benefit is an intensive Applied Behavioral Analysis program. There are 2 levels to be provided in office, home, and community dependent on where the individual displays areas of need.

- Focused Behavioral Intervention: services provided average 5-15 hours per week
- Comprehensive Behavioral Intervention: services provided average 16-25 hours per week

### ***How do we know if an individual meets 'medical necessity'?***

A series of testing by specially trained professionals occurs to determine this. The individual must demonstrate substantial functional impairment in areas of social communication and social interaction in all of the following:

- Deficits in social-emotional reciprocity
- Deficits in nonverbal communicative behaviors
- Deficits in developing of relationships

The individual must also demonstrate substantial behavioral limitations in at least two of the following:

- Stereotyped or repetitive motor movements
- Use of objects or speech
- Inflexibility in routines, fixated interests
- Sensory issues in aspects of the individual's environment

### ***What additional things can I expect in the program?***

Expect that you as a caregiver will be requested to be present and to participate in a portion of the treatment on a frequent basis. **Caregiver involvement is INTEGRAL!** Without this, the Applied Behavior Analysis is not nearly as effective. Outside of the initial assessments to determine eligibility, there will be some ongoing assessments at scheduled intervals to measure progress. There will be coordination with the primary care physician, school, and other community agencies also providing services.

**Self-Care Tips:**

# SPRING IS IN THE AIR

Simple Springtime ideas to help support your mind, body and heart health!

- **Take 10 minutes to yourself**  
It may not be a long time but just having some quiet time to do what YOU want, instead of what others want you to do, can help you recharge your batteries.
- **Go for a walk**  
Enjoy the sunshine and fresh air. Get some exercise to move your body and listen to the birds. Walk as fast and for as long as you like!
- **Spring-clean your home**  
Give a little time to cleaning those areas which don't normally get a look in. A detailed, deep clean of your home will freshen things up and make your home feel and look nicer.
- **Plan your meals**  
Include plenty of spring vegetables, salads and fruit.
- **Meet a friend for coffee**  
Enjoy chatting, having a laugh and catching up on news with a good friend.
- **Journal**  
Get your thoughts out of your head and down onto paper so you can see them clearly and take action where necessary.
- **Try meditation**  
Listen to a guided meditation from YouTube or just sit quietly and comfortably and focus on your breathing. Try to be totally present in the here and now and when your mind starts to wander, re-center it on your breathing. Enjoy a few moments of peace, quiet and stillness to yourself.
- **Let in the light and fresh air**  
Throw open the curtains and windows as much as possible
- **Limit your screen time**  
Enjoy the real world around you instead of the one on your phone!
- **Buy some fresh flowers**  
Liven up your home, introduce some scent, beauty and pops of color with some freshly cut flowers.
- **Take up yoga**  
Stretch that body – There are many resources on YouTube
- **Gratitude**  
Practice daily gratitude and appreciate all that you have in life, instead of constantly searching and wishing for what you don't.

Visit our website at [www.nbhs.org](http://www.nbhs.org) for additional information regarding Northpointe, services, COVID-19, and resources.

