

# Lancaster County Workplace Wellness Group

## Meeting Minutes

January 12, 2017

- I. Welcome and Introductions (Cheryl Harsh - INGROUP)
  - a. Cheryl Harsh (INGROUP) provided a welcome to the group and to any new members.
  - b. Mandy McFerren (YMCA) led the group through a short stretching warm-up incorporating the stress balls from Let's Talk, Lancaster.
  
- II. 2017 Discussion (Cheryl Harsh)
  - a. Why are you here? What do you want to get out of these meetings in 2017?
    - Representing my organization and looking for ideas to implement at my organization (Mandy - YMCA)
    - Missing connections from this group and I want new and fresh ideas
    - I want to engagement and ideas as well as outreach for my company and to see what's out there (Scott - Nxtbook Media)
    - I want a support group to help deal with challenges and stress (Serena – LGH/Penn)
    - I want to know more about insurance options and which companies support wellness as well as what already exists; I also want a forum to help navigate challenges (Mandy - YMCA)
    - I want to know more about the changes in corporate health and wellness and my company wants to know about challenges and how they can help others with their challenges
    - I want some new ideas for combining safety and wellness (Lindsay - LCSWMA)
    - I need help getting my wellness program up and running
    - I want new and fun ideas to reactivate a stale program
    - I want to know what the large companies (ex. Nike) are doing for employee wellness; maybe we can bring in speakers on these sorts of topics (Scott - Nxtbook Media)
    - I want to know about things that Let's Talk, Lancaster can get behind (Barbara – CSG)
    - I want a chance to give back and there is always a chance to learn new things; the meetings also help you reinvigorate your own program. We could also look at bringing in seasoned people as mentors for those who are new. (Leslie – LCSWMA)

**Action Item: Create a section on the agenda for new or fresh ideas/programs**

- b. What are your wellness plans for this year?
  - Lunch 'n Learns; wellness marketing promotions and ways to help with prevention and productivity (Erika - ECOPE)

- Trying a better structure to our program to make it meaningful – we will have a new topic each quarter on health and safety and incentives for participating in activities each quarter (6 things each quarter to do to each the incentive) (Leslie -LCSWMA)
- Outcomes based incentives and how to support our clients/companies
- Focus on mental health and add work-life benefits to our EAP (financial services, elder care, etc.)
- Splitting the year into thirds with a medical provider coming in each time to discuss online wellness resources and community resources; our EAP is also coming in to discuss various support options and educate our employees about what they already have (Trisha - Lancaster County)
- Focusing on our internal culture and allowing our provider to promote their services; we will have Lunch ‘n Learns and invite the public as well as tap into existing events (ex. Race Against Racism, Longs Park concerts, etc.) rather than trying to recreate the wheel (Scott – Nxtbook Media)
- Tie in more mental health; we did a “Craft” Lunch ‘n Learns where we created ornaments and it was a big success, next we are going to try flower pots for herbs in March as well as a growing contest combined with our cooking with fresh herbs Lunch ‘n Learn (Jenni - High Industries)

**Action Item: Add upcoming community events to the LULC agenda**

- c. What do you need to help you make the case for wellness in your workplace?
    - Our challenges are how to involve everyone when there are varying shifts and access to information (ECORE/LCSWMA)
    - People get “marketing fatigue” so we have switched to quarterly events instead of more things to avoid people glossing over our materials; focus on marketing one thing at a time
    - Tried a pilot project of paying for 30 minutes of exercise on work time and there was no change in productivity; this wouldn’t work at every company though (Brenda – LGH/Penn)
    - Want to try leaving work 1 hour early to exercise or do an on-site class as part of work day (Nakia – HACC)
    - MyStrength – online tool for health and wellness; our healthcare plan covers some of the cost for the subscription plan
    - Engaging employees outside of work – we started Wellness Treks where people can hike for free, do something different, bring their families, etc.
    - We started doing presentations only by request that are tailored to the time when people are available; we had a much larger turnout at times when people are already together (Serena – LGH)
- III. Tobacco Update (Sue- LGH/Penn)- Contact Sue Lackmann for more information on any tobacco programs: [selackma@lghealth.org](mailto:selackma@lghealth.org)
- a. Upcoming Freedom from Smoking Programs

- Freedom from Smoking classes are now scheduled through March and are free to the public.
- 1:1 counseling is also available
  - There are day and evening hours to accommodate all shifts
- b. Tobacco Policy Review
  - Sue and Katherine can help strengthen/update your company's tobacco policy
  - Encourage your company to look at their policy and see what nicotine-replacement medications are covered under the policy (they are seeing that Chantix is not normally covered) and make sure that e cigarettes and other vaping devices are included
- c. Lunch 'n Learn Sessions
  - Katherine Shambaugh can come out to do a Lunch 'n Learn on tobacco related topics

#### IV. Mental Well-Being Update (Barbara- CSG)

- a. Change Direction Campaign
  - They are focusing on the Change Direction Campaign right now and you can visit the website to learn more information ([www.changedirection.org/lanaster-county/](http://www.changedirection.org/lanaster-county/))
  - The stress ball that was handed out at the beginning of the meeting is a marketing tactic to get people thinking about the five signs of how to recognize that someone needs help; people are being asked to commit that they have learned the five signs and can make this pledge on the Change Direction website
  - Lancaster County is a regional partner of this campaign and we want 250,000 people to make a pledge to know the five signs of emotional suffering
    - You can do this individually or as an entire company
    - Pledges can be made on the website
  - LGH will track the number of pledges coming in from Lancaster County
  - You can print campaign posters from the website or Let's Talk can get you some materials
  - If you see the signs, there are steps to take to assist and we want to primarily direct people to United Way's 2-1-1 hotline
  - We also want to connect people's primary care physicians with the mental health community in a more productive and meaningful way
  - Let's Talk Coalition is working on getting volunteers to do 30 minute presentations on the campaign and how to connect people with resources
  - This campaign is a good segue into Mental Health First Aid training which is currently still free
    - The next Mental Health First Aid training is 2/13 and 2/14
- b. New Right Direction Materials
  - Right Directions focuses on depression and people can join the Action Team
  - There is a 2017 calendar of activities on the website

- V. Health Eating & Physical Activity Updates (Brenda- LGH/Penn)
- a. Sugar-Sweetened Beverages in the Workplace – **tabled until next meeting**
    - If you are looking to begin the discussion regarding eliminating sugar-sweetened beverages in your workplace before the next meeting, you can contact Brenda Buescher at [bbuescher2@lghealth.org](mailto:bbuescher2@lghealth.org) and she will get you the presentation
- VI. Wellness Trends (Cheryl- INGROUP) – **tabled until next meeting**
- VII. Updates
- a. Mandy (YMCA) passed around fliers for their two signature programs: Project Pounds Away and Project Ripped
  - b. If you are interested in being a vendor at the HACC-Lancaster Health & Wellness Fair, please contact Nakia Eckert (HACC) at [nleckert@hacc.edu](mailto:nleckert@hacc.edu). The table is free and lunch is provided.
    - April 26, 2017
    - 10am-2pm
    - East Building, Room 203
- VIII. Contact List
- Chair - Cheryl Harsh ([charsh@ingroupassociates.com](mailto:charsh@ingroupassociates.com))*
- Vice Chair - Nakia Eckert ([nleckert@hacc.edu](mailto:nleckert@hacc.edu))*
- Immediate Past Chair - Leslie Wireback ([lwireback@lcswwa.org](mailto:lwireback@lcswwa.org))*
- LUL Rep - Brenda Buescher ([bbuescher2@lghealth.org](mailto:bbuescher2@lghealth.org))*
- LTL Rep - Barbara Kettering ([KetteringB@csqonline.org](mailto:KetteringB@csqonline.org))*
- TC Rep - Sue Lackmann ([selackma@lghealth.org](mailto:selackma@lghealth.org))*

Have an agenda item, topic or question that you would like to ask the group?

Please e-mail Nakia Eckert at ([nleckert@hacc.edu](mailto:nleckert@hacc.edu))

Save the Date:

Well Workplace Awards Application Available – Feb. 6, 2017 (*Deadline: March 24*)

Well Workplace Meeting – March 9, 2017 (*8:30-9:30am*)

*Lancaster County Health Summit & Well Workplace Awards – May 11, 2017*