



# Wellness Initiatives

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October 19, 2016



# Overview

*We get it.*



- Non-profit
- 2 Acute Care Hospitals in Lake County, TriPoint Medical Center (Concord Twp) & West Medical Center (Willoughby)
- 4 Ambulatory Medical Campuses
- 4 Walk-in Care Centers
- Comprehensive, Freestanding Occupational Rehab Center
- Home Health Services
- Continuing Care Center-includes Center for Comprehensive Rehab & Center for Geriatric Psychiatry



- 2,825 Employees (2,115 FTE)
- 2,350 benefit eligible
- Aging workforce



# Evolution of Wellness Initiatives

- Prior to 2007, Lake Health provided a smorgasbord of activities, which often missed the employees that needed it
- Programs not targeted at health care costs

# Lake Health's Wellness Success

2007-2008

- Developed comprehensive wellness program with emphasis on awareness, identification and recruitment of employees through Center for Health Affairs grant
- Peer Wellness Coaching
- Creating a healthier workplace environment
- Logo branding
- Walking maps
- Wellness Toolkit on Intranet
- EAP
- Healthier vending options
- Corporate wellness goal to lower BMI
- Monetary drawings for HRA completion
- B Fit 4 Life Corporate Challenge

# Lake Health's Wellness Success

2009-2011

- June 2009, Lake Hospital System went through identity and philosophy change to Lake Health
- Wellness Institute
- EAP
- Smoking Cessation
- Super Savers Catalog
- Diabetes/Renal Care Programs
- Annual Employee Health Fairs
- Lake/Geauga American Heart Walk
- Susan B. Koman Race for the Cure
- Monthly Wellness at Work Newsletter
- E-Wellness Tip & Recipe on Wellness Wednesdays
- My First 5 K
- Ongoing cafeteria menu changes
- Blue Sky Green Fields Program
- B Fit 4 Life Fitness Challenge

# Lake Health's Wellness Success

2012-2014

- Mini Max Wellness store at Lake West Medical Center
- Integrated wellness to health benefits to provide wellness discounts
- EAP
- Smoking Cessation
- Nutrition Counseling coverage for employees
- Super Savers Catalog
- Diabetes/Renal Care Programs
- Lake/Geauga American Heart Walk
- Susan B. Koman Race for the Cure
- Annual Employee Health Fairs
- Ongoing Quarterly Wellness Initiatives
- Wellness Coaching nominal fee for employees
- Wellness Wednesdays : E-Wellness Tip
- Phase 1 of Wellness Walking Path at TriPoint Medical Center
- My First 5 K
- WellPoints
- B Fit 4 Life Fitness Challenge
- Blue Sky Green Fields
- Mindful Retreats

# Lake Health's Wellness Success

2015-2016

- Opened Wellness Retail Products in Wellness Institute and both hospital's Pharmacies
- Wellness Incentive Credits & Tobacco Surcharge
- Smoking Cessation
- EAP
- Nutrition Counseling Coverage for Employees
- Wellness Coaching
- Super Savers Catalog
- Diabetes/Renal Care Programs
- Annual Employee Health Fairs
- Lake/Geauga American Heart Walk
- Susan B. Koman Race for the Cure
- Monthly Wellness at Work Newsletter
- Wellness Wednesdays : E-Wellness Tip
- My First 5 K
- Blue Sky Green Fields Program
- WellPoints
- B Fit 4 Life Fitness Challenge
- Blue Sky Green Fields
- Mindful Retreats





- Honored to be among State of Ohio employers recognized by the 2008-2015 Healthy Ohio-Healthy Worksite Award
- 2008-2014 American Heart Association Fit-Friendly Award
- 2012-13 Cleveland Museum of NATURAL HISTORY Wellness @ Work Awards-2<sup>nd</sup> place

June 2009, Lake Hospital System went through an Identity and Philosophy Change



**Lake Hospital  
System**



**Lake Health**



## Cultural Change

- The rebranding became a brand elevation
- Lake Health's commitment to care for the whole person: mind, body and spirit; shifted from traditional, episodic care to lifelong health care relationship, one patient and one family at a time



# *TriPoint Medical Center*





## *Wellness Institute Mission*

Provide integrated care in a healing environment to promote overall health and wellness

We bring together the best of traditional medicine and proven complementary therapies to provide person-centered care which addresses the whole person in mind, body and spirit



## Outpatient Integrative Medicine & Weight Mgt. Services

- Acupuncture
- Massage Therapy
- Music Therapy
- Reiki
- Reflexology
- Nutrition Counseling
- Wellness Coaching
- Stress Management
- Wellness Workshop
- 10,000 Steps Program
- Be Fit For Life Fitness Challenge
- Mindful Retreats



## Wellness Studio Classes

- Yoga
- Cardio / Toning
- Zumba
- Tai Chi
- Barre





## Link Employee Wellness to Health Benefit Design

- 2012- Integrated wellness to health benefits
- Options: choose either a traditional PPO Plan (Gold), Consumer Driven Health Plan (Silver) or Qualified High Deductible Health Plan (Bronze) to provide a new option for managing their health care expenses





## Wellness Incentive Credit Toward Medical Plan Costs

*Two options for team member and spouse:*

- Designate a PCP through open enrollment  
complete Health Risk Assessment
- Complete biometric screening

OR

- Team member and/or covered spouse submit PCP  
provider wellness incentive form



## Tobacco Surcharge

- Use of tobacco products, employee pays surcharge to their medical rates per pay period
- If covered spouse uses tobacco products, surcharge is implemented each pay per period



# Be Fit For Life

Fitness Challenge

## Be Fit For Life Fitness Challenge

- 2012- USA Weekend Recognition
- 2016-12<sup>th</sup> Year
- Participation ~200-500/year





# *Be Fit* **For Life**

— Fitness Challenge

## *Fitness Challenge Mission*

To address the rising rate of overweight and obese adults in Lake County, by increasing their fitness level and knowledge of the importance of maintaining a healthy lifestyle

# Be Fit For Life

## Fitness Challenge



Rules & General Info | Events Calendar | Standings | Team & Player Points Info

Admin Login

Top Steppers

Monthly Comments

- Home
- Rules and General Info
- Events Calendar
- Standings
- Team & Player Points
- Success Stories

**GOT COMMENTS?**  
Send them to us HERE.

**Download Step Equivalents**  
You can "translate" your 10,000-step goal into an equivalent time goal for your favorite activity.

**Download Step Log (Excel)**



**Team Standings**

Position	Team Name	January	February	March	April	BONUS POINTS	Total Points
1.	<a href="#">Fire Breathing Rubber Duckies</a>	1600	1600	1600	1600	80	6480
2.	<a href="#">Team Smiles</a>	1600	1600	1600	1600	71	6471
3.	<a href="#">No Excuses</a>	1600	1600	1600	1600	29	6429
4.	<a href="#">Cast-A-Weights</a>	1600	1576	1600	1506	32	6314
5.	<a href="#">Ricerca</a>	1543	1486	1371	1514	38	5952
6.	<a href="#">Eve Lighting</a>	1516	1389	1347	1242	13	5507
7.	<a href="#">Winter Warriors</a>	1533	1444	1089	1067	35	5168
8.	<a href="#">MetroStrivers</a>	1500	1360	1060	780	44	4744
9.	<a href="#">Tape It Up</a>	1400	1200	1160	880	32	4672
10.	<a href="#">Lake Co Juvenile Court</a>	1378	1378	1067	756	35	4614
11.	<a href="#">Wild Women</a>	1440	1153	894	941	35	4463
12.	<a href="#">The Misfit Minions</a>	1400	1160	880	880	28	4348
13.	<a href="#">Tranz-Formers</a>	1200	1067	867	900	16	4050
14.	<a href="#">PolyChem</a>	1320	960	680	720	37	3717
15.	<a href="#">Analyze This!</a>	1345	1055	545	655	29	3629
16.	<a href="#">Lake Erie College</a>	1200	743	714	514	19	3190
17.	<a href="#">Blame it on Joel</a>	971	800	429	0	0	2200
18.	<a href="#">WEPL Warriors</a>	1055	145	0	0	0	1200
19.	<a href="#">Psyched for Fitness</a>	863	316	0	0	0	1179
20.	<a href="#">Team Telemetry</a>	0	0	0	0	0	0

# Snow Shoeing



# Disc Golf









# Wellness Walk TriPoint Medical Center

*We get it.*





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# Wellness Walk TriPoint Medical Center

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- Administration support is key!
- Only 2,265 of 3,000 employees have e-mail
- Communication, communication, communication!
- Continue to motivate employees to reach their goals
- Keep it fun and engaging
- Collaborate with local community organizations to support wellness initiatives

# Future Opportunities



- Look at claims data & address specific needs
- Continue to engage, empower and energize employees
- New Wellness and Aquatic Center in Mentor



*We get it.*



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