



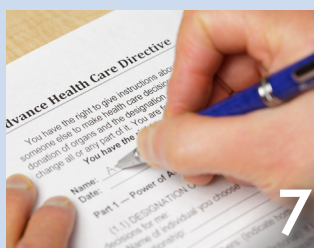
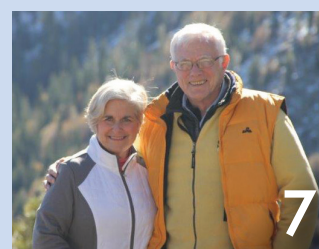
The extraordinary work of our Hospice Team.

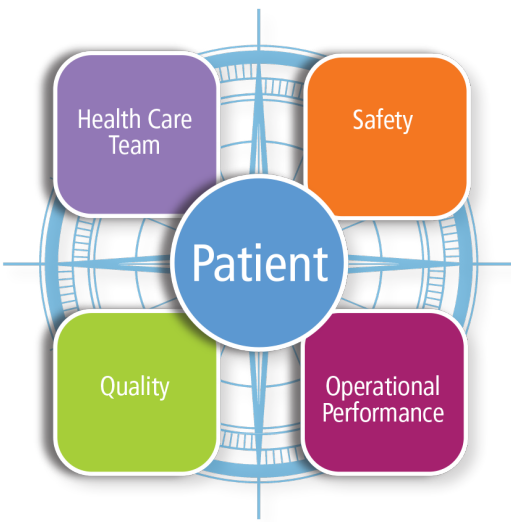
Turn to page 4 to learn more.

Connie Benak-Costa, RN, Hospice nurse

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A Message from Al Pulong

Chief Operating Officer, Munson Healthcare
President, Munson Medical Center

True North

True North drives everything we do. It is the compass that guides us to make the right decisions, aligns our daily work with our goals, and inspires us to do our best for our patients and each other.

Mission

Munson Healthcare and its partners will work together to provide superior quality care and promote community health.

Vision

Working together, we will be the first choice for care within the communities we serve.

Our Values

Accountability

We are accountable to our patients and each other for our decisions.

Respect

We respect everyone, everywhere, everyday.

Stewardship

We carefully use resources entrusted to us.

Compassion

We show compassion and understanding in all of our encounters with others.

Teamwork

We approach all of our work with a spirit of collaboration.

Safety

We make safe work practices a top priority every day.

Thanksgiving is such a special time of year. It's a time to gather with family and friends near and far and truly be thankful for all of the good things we have in our lives. In many ways, it reminds me of the family we have here at Munson Healthcare. There are the teams we work with every day and then we have our co-workers at other hospitals or facilities throughout our system. Regardless of where you work in this organization, I'm thankful that we're all in it together.

I'm also thankful for all of the caregivers and staff who will be spending Thanksgiving Day with our patients. Health care is a unique industry where people need help every day of the year. So for those of you who are giving up time with family to provide that help, I thank you. Your dedication is something to celebrate.

During this holiday season, many families will have the opportunity to sit down with loved ones and have meaningful conversations. In this issue of the Compass, we highlight a very important conversation that we all should be having with our families. Have you thought of what you would want to do if something serious happened to you and you were unable to make decisions for yourself? Our Advance Care Planning team helps people in our communities create these plans every day and on page 7, we stress the importance of making these decisions for ourselves, too.

Our lead story showcases a team I'm incredibly thankful for — our hospice team. It takes a special kind of person to help patients navigate the end of life's journey. This team does

it with extraordinary compassion, not only caring for these patients but for their families and friends, too. Together, they help people say goodbye with dignity and grace. To read this powerful story, turn to page 4.

So many people at Munson Healthcare make a difference in peoples' lives. Whether it's helping a patient heal or simply ensuring that a co-worker has a better day. These are our unsung heroes and on page 6 we recognize many of them for the wonderful work they do.

Also, along with coming together for the holidays, this time of year often motivates people to get and stay healthy. In "Weight Watchers: Inspiring Healthy Habits — for Real Life" (on page 7), an employee shares the story that led her to make some big changes in her life. I was inspired by her words. It's so easy to get caught up in life and forget to take care of ourselves.

Finally, in our Quality section, we take a deeper dive into our new ambulatory metrics for our True North Scorecard. This story, found on page 10, explains why these particular metrics were chosen and how they can help us create healthier communities.

As always, please share your thoughts on this publication and topics you'd like to see in future issues by emailing Compass@mhc.net.



Creating Meaningful, Lifelong Wellness Changes

"Last year I didn't like carrots, but I tried them again today and I think I actually really love them!"

"It was so good, my taste buds went to taste-town!"

This is what elementary school students had to say after participating in health and wellness programs made possible by Munson Healthcare, numerous community partners, and a Michigan Health Endowment Fund grant. Programs like pop-up farmers' markets at schools, where students have access to fresh produce, are part of this initiative.

MHC Foundations received the \$400,000 grant for a culinary medicine conference to educate providers in guiding patient food selections; a movement lab in schools consisting

of a 30-minute physical education class followed by a reading course; a regional food service director network to share resources and ideas; community supported agriculture shares; and a regional farm-to-school project.

Students at nine schools throughout a five-county area of northern Michigan took part in these programs. "We put the children at the center and worked on things that impact their sphere of influence," said Alyson Kass, who works in Munson Healthcare Community Health and serves as coordinator of Shape Up North.

Dr. James R. Whelan, medical director of population health for Munson Healthcare, said these programs represent some of the new ways we're evolving from providing health care



to creating health in our communities. "Partnering with community resources and supporting funding for community programs magnifies the positive impact of the expertise of our MHC health system."

Added Kass: "That's what Shape Up North is all about — we create collaboration and teamwork among like-minded organizations. This grant helped us do that."

Learn more about Shape Up North and ways Munson Healthcare and our partners are promoting healthier lifestyles at shapeupnorth.com.



Debbie Weir is celebrating 2 years cancer-free, thanks to her positive attitude, family, and the great care she received at the CFCC.

Cancer Survivor: Just Keep Dancing

When Debbie Weir was diagnosed with breast cancer at the age of 64, she was shocked. She had lost some weight and found a lump in her breast. She had a mammogram and an ultrasound, and then a biopsy, which confirmed invasive carcinoma — one of the most common and highly treatable forms of breast cancer.

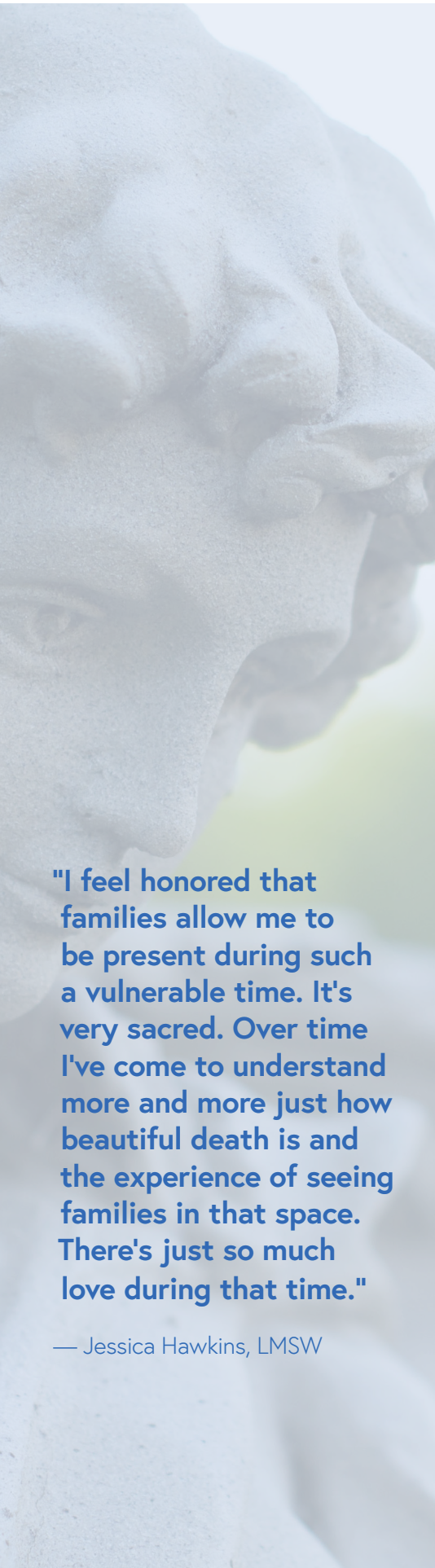
"It was shocking since there was no history of cancer in my family and I had always led a clean, active life," she said. That active life included Rick, her husband of 47 years, her 7 kids, 16 grandchildren, and activities from gardening to weekly dancing.

Debbie and Rick confidently put her care in the hands of the Health Care Team at the Cowell Family Cancer

Center. "In the beginning, I knew nothing and was frightened," she said. "I needed someone to lead the way."

All through her treatment, Debbie kept her 'glass half full' attitude and never stopped dancing. "My doctor said I might feel tired, but I didn't," added Weir. "I danced all the way through it and never stopped."

Debbie had surgery and five weeks of radiation, and today — two years later — is cancer free. "I think keeping a good attitude is of utmost importance, as is surrounding yourself with happy people, like dancers," she laughed. "We are also so thankful for the cancer center and everyone in it. They were all wonderful."



"I feel honored that families allow me to be present during such a vulnerable time. It's very sacred. Over time I've come to understand more and more just how beautiful death is and the experience of seeing families in that space. There's just so much love during that time."

— Jessica Hawkins, LMSW



RN Wendy Bennet, Clinical Supervisor Shannon Suarez, and aides Maryann Mazure and Taryn Heaton are part of the incredible team at Munson Hospice House, bringing peace, comfort, and hope to residents and their families.

Hospice Spells HOPE

Inside the world of our extraordinary hospice team

Most health care professionals choose the medical profession with the intent of saving lives and promoting well-being. So the thought of a career devoted to helping people find comfort in their final days might seem a bit strange at first.

Costa has seen her share of losses, including an uncle and two friends whom she nursed to the end. The 19-year breast cancer survivor can also testify to what it's like to lose your hair, energy, and appetite, which she said has given her deeper empathy for her patients. "I've walked the walk, so that does help."



Surviving breast cancer has given RN **Connie Benak-Costa** a far deeper understanding of her patients' needs, and she works in extraordinary ways to bring them comfort and a sense of dignity.

"If someone would've told me I'd become a hospice nurse, I would have looked at them like they had six heads," said Connie Benak-Costa, RN, who has worked in hospice care for nearly 20 years — over 10 of them with Munson Healthcare. Benak-

Of the many stories she looks back at with a smile and rare sense of gratitude, one stands out in particular: an elderly patient with advanced dementia who wasn't keen on medical visits. Even the sight of a walker or hospital bed would spark his anger.

Benak-Costa's special brand of experience and compassion helped her care for her unpredictable patient in a stealthy way that's nothing short of heroic. She quickly befriended him, using their weekly chats on his front porch as an opportunity to observe his vitals. As he talked, she'd observe his breathing. When he grabbed her hand, she'd take his pulse. When he excused himself for lunch, she'd watch his gait. Down the road in the privacy of her car, she charted her visits.

"He never knew he was on hospice, and he died comfortably at home in his own bed," she said. "You can still be a nurse without having all of the equipment. He still warms my heart."

Of course, not all hospice patients remain blissfully unaware. Some fully accept their fate, remaining in good spirits. Others shut down in denial. The latter can lead to some tough conversations, explained Munson Hospice Cadillac social worker Jessica Hawkins, LMSW, who often begins her work with patients by focusing on advance directives and funeral planning. Their end-of-life plans, or the lack thereof, tells her a lot about where patients and their families are emotionally. "Each case is so different and unique," she said, adding that she finds meaning and gratitude in each patient visit, regardless of their emotional state.

"I feel honored that families allow me to be present during such a vulnerable time. It's very sacred," Hawkins shared. "Over time I've come to understand more and more just how beautiful death is and the experience of seeing families in that space. There's just so much love during that time."

Rev. Karen Henderlong, a spiritual care advisor at Munson Hospice Grayling, and one of seven in the hospice system, agrees.

Henderlong helps patients of all faiths — and none — find acceptance, peace, and meaning as they reflect back on their lives as well as the final stage of their journeys. Hearing their stories, she explains,

“ There is great beauty and joy and celebration even when we know we're dying. And that's what our hospice team focuses on.

—Rev. Karen Henderlong
Spiritual Care Advisor,
Munson Hospice Grayling

is a privilege. Helping them have a greater sense of purpose and peace makes it all even more rewarding.

"There is great beauty and joy and celebration even when we know we're dying. And that's what our hospice team focuses on. As a team, we're kind of like midwives who help get patients through the dying process — to create room for people to physically, emotionally, and spiritually have their needs met so they can focus on saying goodbye."

Whether they've known their patients for a few days or beyond the six-months-or-less prognosis, these special care givers must eventually say goodbye. "There are some that I carry with me still. It's hard to not develop love and attachment with people," shares Hawkins, who, like

her fellow teammates, tries to attend all of her patients' funerals. She keeps each memorial card as a way to remember and honor the many lives who have touched her as she helped them navigate their final steps.

Though it's hard to sum up the enormity of what this amazing team does for patients, families, and our communities, Henderlong offers some powerful closing words — a task that's such an inherent part of her important vocation:

"Every area of health care has its challenges and its rewards. In hospice, our staff is face-to-face with death daily, including our own mortality. And yet it's also part of life," she explains.

"What I'd want the MHC team to know is that end-of-life care is really about hope. And it's about finding a sense of meaning, purpose, and joy — even when things aren't going the way you would want them to go. That's the power of hospice."



Talking to patients of varying mindsets toward death and dying is a challenge social worker Jessica Hawkins humbly takes on. "Sacred" is the word she uses to describe each patient encounter.

Recognizing Our Health Care Team

Below are just a few examples of our many employees who make a difference in the lives of others every day.



"We had a recent patient sent for a wheelchair evaluation. His insurance required a copay, which this patient was unable to make. Jake spent two weeks calling and researching until finding a medical supplier downstate who was willing to travel to our facility to assist in the evaluation and insurance processing so that this patient can get a much-needed new wheelchair and not be required to pay a copay."

—in recognition of **Jacob Leblanc, PT**, from Angel Kaley-Wolfe, Physical Therapy Scheduler/Technician, both from Paul Oliver Memorial Hospital Rehab Services



"Vanessa had a patient who was a vegan. Our menu has VERY few options for vegans. Vanessa met with the patient to go over our menu and block off everything that was NOT vegan. She went to the natural food store in town and got the patient some vegan food items and left them in the galley fridge with her name on them. This patient was able to have some decent food choices thanks to Vanessa's diligence. Vanessa made the patient feel valued and cared for."

—in recognition of **Vanessa Mihalick**, Registered Dietitian, from Melissa Freeman, RN, both from Cadillac Hospital

—in recognition of **Vanessa Mihalick**, Registered Dietitian, from Melissa Freeman, RN, both from Cadillac Hospital



"An autistic patient was coming for a consultation and had some special needs according to his caregivers. Michelle rose to the occasion and moved the scale from the busy hallway into the quiet exam room, distracted the patient while weighing him and taking his blood pressure, and had a bed prepared in case he needed

to lie down immediately — a seamless transition for this anxious, easily stimulated patient. Michelle demonstrated compassion for his condition, respect for him as a human being, and safely executed her duties as a clinical professional."

—in recognition of **Michelle Brainerd**, Medical Oncology Assistant, from Emily Kort, Medical Business Associate, both from Cowell Family Cancer Center



"Dan has done a tremendous job overseeing the proper functioning, maintenance, and safety of Manistee Hospital through multiple challenges. Not long after Dan was promoted to manager, the hospital suffered a power outage and building fire. Dan has been instrumental in the complicated and intensive remediation and recovery process. And this is on top of ongoing construction of a new 45,000-square-foot building and multiple campus improvement projects."

—in recognition of **Dan Debano**, Plant Operations Manager, from Darrell Lavender, Chief Operating Officer, both from Manistee Hospital



"Paul is always on top of things, reliable, smart, humble and kind. I always feel good about having respiratory patients when this therapist is around, and I would trust him with my own family."

—an excerpt from a recent PHIL Award nomination for **Paul Hagan**, Respiratory Care Practitioner, Cardiopulmonary Department, Otsego Memorial Hospital

Paul is the most recent recipient of the PHIL (Pulmonary Health and Illness of the Lungs) Award at OMH, which recognizes and honors outstanding respiratory therapists who provide exceptional care and treatment for patients.

GREAT JOB!

Weight Watchers: Inspiring Healthy Habits — for Real Life

When Anne Vekaryasz decides to dedicate herself to something, whether it's here at work or outside of the office, she's all in and prepared to do what it takes to succeed.



Anne Vekaryasz with her granddaughter.

"When I commit, I can't fail — that's part of my personality," said Vekaryasz, payroll manager for Munson Healthcare. This trait led to a life-changing experience about five years ago,

when she signed up for our Weight Watchers at Work program. Along with lowering her cholesterol and blood pressure, Vekaryasz dropped

60 pounds — and has stayed within two pounds of her goal weight by continuing with the program.

"At the time, I wasn't happy with me. I had to do something about me," she said, adding that a family history of health issues also played a role in her decision.

Vekaryasz is among nearly two dozen employees taking part in the Weight Watchers program at Munson Medical Center. A program has also taken place at Grayling Hospital. According to Brittany Miller, RD, Munson Healthcare wellness coordinator, an MHC location just needs a minimum of 15 registered people to launch the program.

A recent change in sign-up costs (now \$100, compared to \$162) may

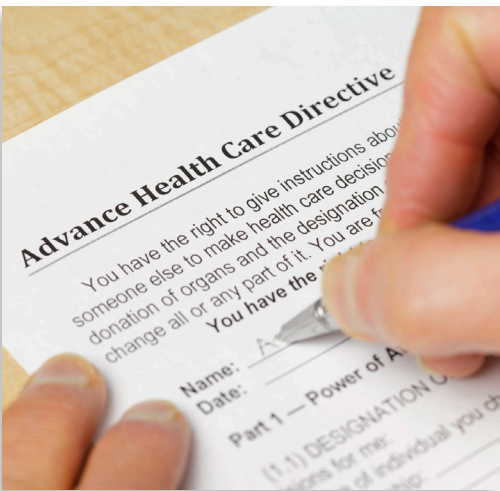
entice more people to give it a try. The reduced fee was made possible by an MHC subsidization. "Munson Healthcare has really stepped up to the plate," said Terri Bethea, RN, data specialist in the Clinical Quality Department at MMC who has been involved with the program since 2013. "Having MHC help pay the cost is a huge benefit to employees."

Learn more about joining Weight Watchers at Work at munsonhealthcare.org/mywellness.



Terri Bethea with her husband Chuck in Lake Tahoe.

A Compassion Plan for Our Families and Our Patients



If an accident or stroke left you unable to speak for yourself, who do you want to speak for you? And what would your wishes be for care?

Advance Care Planning (ACP) Coordinator Stephanie VanSlyke wants employees to consider these questions. "We preach this to our patients, but we rarely ask it of ourselves," she said. However, setting the example benefits both us and our patients. "You can't appreciate the difficult conversations unless you've gone through them with your own family."

VanSlyke has seen the repercussions of choosing the wrong 'patient advocate' or not having one at all. Family members, and in our case even colleagues, can carry guilt for years, second-guessing their choices. "It's heartbreaking," she said.

VanSlyke has also witnessed the positives that come from pre-planning for

these difficult situations.

"Recently, we were concerned about the choices a patient's sibling wanted to make. Thankfully, the patient had an Advance Medical Directive with a different patient advocate," she said. "It gave the staff a roadmap — the ability to support the patient advocate, who had to make some really hard decisions."

Choosing the right patient advocate, thinking about life goals, and considering health care decisions are topics covered during ACP's free workshops, held throughout the year.

Visit munsonhealthcare.org/ACP for dates, worksheets, planning tools, and a printable Advance Medical Directive.



Information Research Assistant **Gail Jones**, left, and Senior Information Research Specialist **Sarah Benitez, MLIS**, are part of the team providing research-based services at Knowledge Management Services.

Knowledge Management Services: A Wealth of Information

To continue to deliver quality care to our patients, our clinicians and staff need to stay up to date on new therapies, medications, and medical studies. With the click of a button or a phone call to Knowledge Management Services (KMS), they can get the information they need.

A system-wide service based at Munson Medical Center, KMS fields thousands of requests each year, including more than 16,000 email requests in 2017.

"A common request from a clinician may be about a treatment or latest therapy — or they may want to research possible diagnoses," explained Barbara Platts, MLIS, AHIP, manager of KMS. "The clinician requests a review of the literature and we deliver citations, abstracts or full text documents that provide answers to their clinical questions."

In addition to the research-based services, the department also has a

variety of online and in-house references and resources available to anyone at MHC.

"KMS is an invaluable part of patient care," said Jacques-Brett Burgess, MD, MPH, SFHM, FAAP, medical director for inpatient pediatrics. "With a simple email request, KMS staff will quickly pull the latest research, access a tough-to-find article, or even perform a literature search answering questions of safety, quality, medical decision making, and how to proceed for the best care of our patients."

Kathleen Glaza MSN, RN, ACNS-BC, is a clinical nurse specialist who stays up to date on major patient care issues with the support of KMS. "We have access to the latest clinical guidelines and quality research to help move research into practice," she said. "KMS really supports True North by helping us provide quality, evidence-based care."

In 2017, KMS received:

-  **16,395** email requests
-  **5,805** walk-ins
-  **1,032** phone call inquiries
-  **3,689** article requests
-  **3,839** requests to check out library items

Some of the services provided by KMS include, but are not limited to:

- Electronic subscriptions to more than 450 health and medical-related books and journals
- Access via both the Internet and Intranet to a variety of licensed content related to medical, nursing, and allied health
- Assistance with scholarly publishing
- Support for continuing medical education via online CME
- Translation resources
- Quality improvement and safety resources with full text documents and recommended books in the library

Safety: The Training Continues

Munson Healthcare (MHC) is committed to improving quality and safety every day — and part of that commitment includes rolling out our "Foundations of Safety Culture" training across the system.



Tom Peterson, MD, FAAP

To date, approximately 2,500 people have participated in this training. "Eventually, every member of our Health Care Team will go through it," said Tom Peterson, MD, FAAP, VP of Quality and Safety for Munson Healthcare. "We're striving for zero harm — or 100 percent excellence — and we can't get there until we all collectively start to think differently about how we do our work."

The rollout has been purposeful, starting with leadership

and then working through the front line staff and support teams. "Our hope is to have everyone through the training in the next 18 months," added Dr. Peterson.

If you haven't been through the course yet, here's what's coming your way. This 2-hour "Foundations of Safety Culture" training will cover:

- Introduction to the 5 MHC preventive safety behaviors
- Basic understanding of human error
- How to support and be accountable for our safety
- Learning the safety tools at MHC

Even as training occurs, we are already focused on implementing our safety behaviors across the system:

Prepare for the Day

PREPARE FOR THE DAY.

Use daily shift Huddles, briefs, and time-outs to better prepare yourself and your team for the event or day to come, EVERY day. This improves situational awareness, critical thinking, communication, and preparedness for problems that could arise.

Support the Team

SUPPORT YOUR TEAM.

Support each other with continuous peer checking techniques, be there for peer coaching with positive messaging, and be 200% accountable — for yourself, as well as the team member with you, always.

Questioning Attitude

ALWAYS HAVE A QUESTIONING ATTITUDE.

Always have a questioning attitude when a new situation or potentially unsafe occurrence arises. If you are unsure, do NOT proceed. Validate the process and verify that the correct one is being followed. This supports a better "speak up for safety" environment for all providers and staff, regardless of position or title. Use ARCC (Ask, Recommend, voice a Concern, and go up the Chain of command) to speak up for safety.

Attention to Detail

PAY ATTENTION TO DETAILS.

Stop for a couple seconds, whenever you feel an uncomfortable situation is occurring. Use STAR (Stop, Think, Act, and Review) frequently throughout the day — when getting out of your car on an icy morning, before recapping the needle, or before pushing that IV bolus.

Clear Communication

USE CLEAR COMMUNICATION.

The foundation of effective health care delivery is clear communication, and the leading cause of serious safety events is communication breakdown. Tools include: SBAR (Situation, Background, Assessment, Recommendation), use of phonetics and numerics, and three-way repeat backs.

"In quality and safety, there is always room for improvement. As long as we continuously improve and strive for zero harm, we can achieve great levels of excellence."

—Tom Peterson, MD, FAAP

A Closer Look at Our New Ambulatory Metrics



Tom Peterson, MD, FAAP



Laura Glenn

In the last issue of The Compass, we introduced three new quality metrics that have been added to our True North Scorecard (see metrics below), specifically for our ambulatory practices. To find out the "why" behind the additions, we asked Tom Peterson, MD, FAAP, VP of Quality and Safety for Munson Healthcare, and Laura Glenn, VP of Munson Healthcare Physician Network.

Why is it important to have metrics for our ambulatory settings?

Dr. Peterson: It is a very important step in True North to expand our focus to the outpatient arena. Ambulatory care is as important to the care of our patients as acute care. Especially as we continue our efforts to improve population health and keep patients out of the hospital. In the past, we've had limited data in these particular areas and that has prevented us from moving the mark faster. Including these metrics will help.

Laura Glenn: Our ambulatory network continues to grow and represents a significant component of the MHC system. We have more than 60 ambulatory practice sites and 300 providers across the system. Adding metrics applicable to the ambulatory environment engages these providers and staff in our True North journey.

Why these three metrics in particular?

Dr. Peterson: These metrics are called the 'universal quality metrics' that we feel all providers, regardless of specialty, can participate in improving. Weight management, smoking, and flu shots can be supported by all.

Laura Glenn: As we mature in our ability to consistently report on quality data across all of our ambulatory sites, we can add more metrics over time. But these particular metrics are associated with multiple payer quality initiatives that impact our reimbursement, so they are a good place to start.

How do these metrics relate to population health?

Dr. Peterson: The most important aspects of population health are related to these three metrics. Tobacco use is the leading cause of preventable death in the U.S., with northwest Michigan being one of the highest smoking areas in the state. Obesity is the second leading cause of preventable death in the U.S. and Michigan is in the top 10 of all states nationally in obesity rates. Both of these issues can lead to multiple types of chronic and potentially fatal diseases. Influenza led to over 80,000 deaths last year and is a leading cause of death and disability, especially in the older populations.

What are our specific goals for these metrics?

Laura Glenn: The goal is to increase each of these metrics by one decile when compared to national benchmarks, which means we're looking for a 10% improvement in flu vaccine compliance, tobacco screening and intervention, and BMI screening and follow-up.

How can staff/providers help impact these metrics?

Dr. Peterson: They can help by identifying patients in need, counseling them, and referring them to resources. All providers see multiple patients every day who need to quit smoking, improve their weight and lifestyles, and get their flu shots.

The New Ambulatory Metrics

- Influenza Immunization
- Body Mass Index (BMI) Screening and Follow-up Plan
- Tobacco Use: Screening and Cessation Intervention



Everybody Benefits from a vital community hospital system.

What Does it Mean to be Nonprofit?

Munson Healthcare hospitals and its health service entities are nonprofit organizations. When what we are paid exceeds our expenses, all "profit" is reinvested into the organization and our community. Your community's nonprofit hospital is a vital resource that provides major benefits to you and everyone who lives and works in our region.

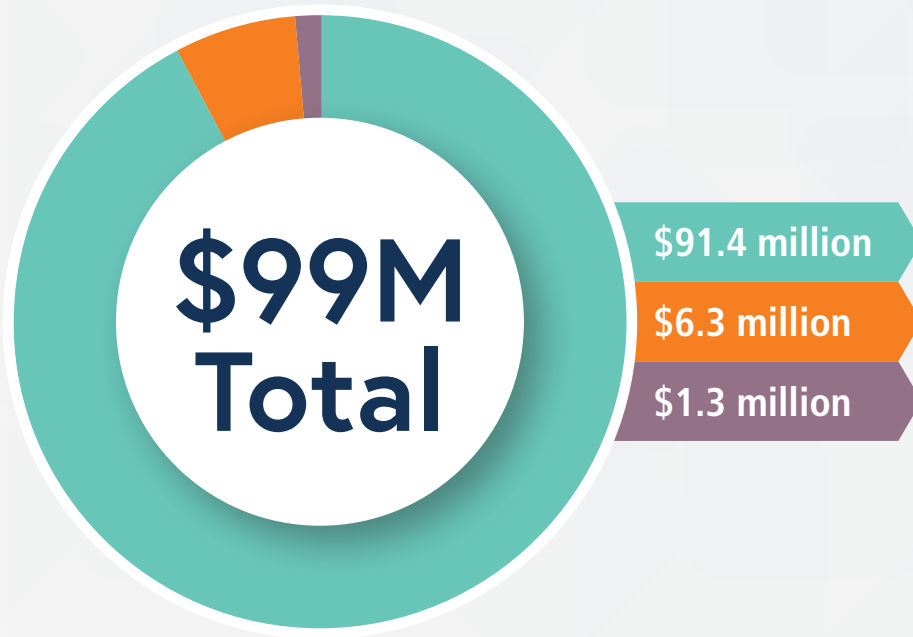
Why it Matters

Our impact on the region is far-reaching and significant. We respond directly to identified community needs through targeted programs and activities that provide treatment and promote health and healing. Sometimes a benefit is very personal, such as providing a ride for a cancer patient who has no other way to get to an appointment. And, sometimes the benefit is broad, such as supporting research into promising new treatments. We support our community by offering free health education programs, helping uninsured patients pay for their care, and by investing in education for tomorrow's health care professionals. It is our privilege to support and serve our communities well, today and long into the future.

Total Financial Support to Our Communities in 2017: \$99M

Munson Healthcare's Community Support - Fiscal Year 2017:

July 1, 2016 - June 30, 2017



Free, Discounted, and Unreimbursed Health Care Services

Every person who walks through our door receives the emergency medical care they need, whether they can pay for that care or not.

Community Health Programs and Education

Munson Healthcare is helping our community become and stay healthy, prevent illnesses, and manage chronic disease by providing resources, tools, tips, services, guidance, and encouragement.

Community Support and Partnerships

We are pleased to support local events, organizations, and initiatives whose mission aligns with our commitment to a healthy community.

Minding Mother Nature

Whenever Munson Healthcare embarks on a major construction project on any of our campuses, we always look for ways to be good stewards of the environment. A recent example is the new patient and visitor parking deck on the Munson Medical Center campus. The \$12.3 million structure not only allows us to provide a better parking solution for our community, but also enables us to better serve — and preserve — the local environment.

During the parking deck project, MMC continued its long-term partnership with The Watershed Center Kids Creek Restoration Project. The overall project goal is to reduce the impact of stormwater and sedimentation on Kids Creek and its tributaries so it can one day be removed from the Impaired Waters List.

Some of the green features of the parking deck project include an underground stormwater catchment and filtration system that removes oils, grit and trash and then slowly releases stormwater into Kids Creek. The system can hold up to almost 45,000 gallons of stormwater and



Munson Medical Center's new parking structure provides more space for patients and visitors without impacting the water quality of Kids Creek.

the slow release reduces erosion, sedimentation (which is harmful to fish and other critters), and flooding downstream.

"These systems will help reduce the impact of stormwater runoff generated by our new deck and help protect Kids Creek," added Steve Tongue, vice president of Facilities for Munson Healthcare. "As health care providers, we have a responsibility to protect our communities. This is another way we're doing that."

Building Community Resilience, One Person at a Time

A new grant will help Cadillac Hospital address adverse childhood experiences.

The statistic is staggering: \$30 billion, or one-third, of all health care costs in Michigan are related to high scores of adverse childhood experiences, or ACEs. The three types of ACEs include abuse, neglect, and household dysfunction.

Per child, this equates to \$32,648 in childhood health care costs, \$10,530 in adult medical costs, and \$144,360 in lifetime productivity losses. Other significant costs are related to child welfare, criminal justice, and special education.

It's for these reasons — and a desire to change the conversation surrounding adverse childhood experiences to help build resilience in our communities — that Munson Healthcare is getting involved.

The Michigan Health Endowment Fund recently awarded a \$499,809 grant to MHC Foundations for Cadillac Hospital's project "Adverse Childhood Experiences and Resiliency Services." Wexford County has the third-worse child abuse and neglect ranking in the state, according to the most recent Michigan Kids Count data.

With this funding, Cadillac Hospital can provide ACEs screenings for students attending Cadillac Area Public Schools, resilience screenings with expectant mothers, and the completion of ACEs and resilience screenings for older adults identified with prescription drug, substance use, or other physical and mental health concerns, as well as many other interventions and educational opportunities.

"We're dealing with all of these health issues across our region," said pedia-

trician Robert Sprunk, MD, an advocate of MHC's involvement in the Michigan ACE Initiative. "It's affecting the lives and health of the patients we care for. Opportunities like this can help us influence what goes on in our communities."

What are ACEs?

The three types of ACEs include:

Abuse

- Physical
- Emotional
- Sexual

Neglect

- Physical
- Emotional

Household dysfunction

- Mental illness
- Mother treated violently
- Divorce
- Substance abuse
- Incarcerated relative

Source: Robert Wood Johnson Foundation