

# Vitality Way

Issue 1 | Q2 2020

FOR VITALITY UNLIMITED TEAM MEMBERS

## CONSUMERS GIVE THANKS

Consumers show gratitude to the Vitality team for staying open, accessible, and helping in their time of need.

## NUTRITION ESSENTIALS

Rethink your attitude about food as fuel.

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## COVID-19

What you need to know to protect yourself, others, and stay up to date on the latest policies at Vitality Unlimited.

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# VITALITY WAY

## **VITALITY WAY, Q2: ISSUE 1**

JAPRIL 2020

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ANY EMPLOYEE OR CONTRACTOR CAN  
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A MAGAZINE FOR VITALITY UNLIMITED TEAM MEMBERS

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## ON THE COVER

COVID-19 has changed the way we live and work. Read about how you can stay healthy and connected while taking personal responsibility for your impact.



### Policy Way

Refresh your knowledge of Vitality Unlimited COVID-19 policy with this quick reference guide.



### HR Way

What is the standard sick and vacation time? What is Vitality Unlimited doing differently in the time of COVID-19?



### Employee Way

New quarterly recognition at Vitality Unlimited. Here's how you can recognize your co-workers for a job well done.



### Way of Life

Laughter is the best medicine! Here's a sampling of the best "essential employee" memes we found on the Internet.





ESTER QUILICI, CEO/CFO

# ESTER'S LETTER

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Each week, I get together with the leadership team and discuss how things are going on the front lines. You are all doing a fantastic job!

We decided to launch Vitality Way in light of the results of an employee survey we did. Although the majority of you were on the satisfied spectrum, we realized there was more we could do to communicate with you. That is why, every quarter, we will be releasing Vitality Way.

It is our hope that this magazine will enhance your quality of life, help you understand your benefits, give you a way to acknowledge your fellow employees and welcome the new ones, and come together as a network of employees working in inpatient and outpatient substance abuse, mental health, and behavioral health services.

In this issue, we will focus on the light and heavier sides of COVID-19. We will be helping you understand facility health and the measures being taken to keep you, and our consumers, healthy. We will share our sick leave and vacation policies, in case you do feel ill or you need a break. Over the last few months, we have brought in some new employees and we have some existing employees to acknowledge. So you will read about that too. Rhenda has submitted a food and nutrition article.

I want you to know that any of you can nominate a fellow co-worker to be featured in the next issue, send an article, or contribute to this magazine in any way by emailing your content to [betty.magney@vitalityunlimited.org](mailto:betty.magney@vitalityunlimited.org).

We hope this magazine gives you something to think about, makes you smile, or inspires you to contribute to the next issue in some way. I want to personally know what you think about it. Email me directly with your comments or suggestions for enhancement. Our intention is for this to be valuable to you.

Keep up the good work! You are all heroes!

Sincerely,  
Ester Quilici, CEO/COO  
Vitality Unlimited  
[ester@vitalityunlimited.org](mailto:ester@vitalityunlimited.org)



Consumer Way

# CONSUMERS GIVE THANKS

Consumers appreciate that Vitality Unlimited remains open and accessible. We have found that many have limited services, cut back on staff, cancelled appointments, or have moved fully to a telehealth format.

Here's what they are saying...



## You Make a Difference

It means so much to our consumers that you are there to help them in this time of need. Our communities need the vital services we provide and the hope we bring. Thank you so much for your help through all of this! Our consumers appreciate you.



#### Everyone Else Cancelled

A man came in earlier this week for an intake and was surprised we were still open.

Grateful, he explained he had fallen on hard times just before the isolating started and he had been searching for help and hope for “a while.”

He let me know he was afraid we would cancel like “so many of my other doctors” due to this virus.

He wished more providers would be like us so people who need immediate help (like he did) could be seen as long as preventative measures were taken.

He said that he felt “cut off” from the world until learning we could still be his support.

#### Nobody Else is Here for Me

A woman came in last week, who I shall leave unnamed, and when she walked through our door and I greeted her she started sobbing stating:

‘I am so glad you are here; nobody else is here for me. I have been looking forward to this appointment all week and you have no idea what it means to have your support still through all of this craziness.’

She was even more assured when I told her we would continue to serve from our homes if we needed to in a tele-med setting to make sure our clients and their families were taken care of.

Share the good word: We will be reporting consumer success stories.

If you have an anonymous consumer success story to share with the team, email Betti at [betti.magney@vitalityunlimited.org](mailto:betti.magney@vitalityunlimited.org)

Your consumer story could be featured in the next issue.

#### Above

Every single Vitality Unlimited team member, regardless of their role, provides a vital service to our consumers.

**I'm so glad you are here; nobody else is here for me. I have been looking forward to this appointment all week and you have no idea what it means to have your support still through all this craziness.**

# COVID-19 OPERATING POLICY

WHAT YOU NEED TO KNOW TO PROTECT  
YOURSELF AND OTHERS ON THE JOB

**On March 26, a memo was sent out about how screening and appointing processes would be handled differently considering COVID-19. You have all done a great job adjusting to assure both employees and consumers stay safe. This quick reference guide will help you keep safety top of mind.**

**This policy allows us to keep our doors open as an essential business in Nevada. Thank you for your efforts.**

At Vitality we take the health and safety of our staff and consumers very seriously. Vitality management is keeping up with the rapidly changing information around coronavirus (COVID-19). We are following the Center for Disease Control and Prevention (CDC) recommendations to help prevent the spread of any illness within our facilities.

## **Environmental Cleaning**

TRUE/FALSE - Washing your hands before and after your shift is all you need to do to keep yourself, your co-workers, and our consumers safe.

**FALSE!**

Vitality has enhanced our environmental cleaning within our facilities to include frequent cleaning of commonly touched surfaces and increasing hand hygiene for consumers and staff. In addition to this we have also increased the deep cleaning that is being done daily within the facilities.

**Remember: If a member of our staff has any symptoms of illness, they should contact their supervisor immediately and stay home.**



## Staff Precautions

TRUE/FALSE - Vitality Unlimited staff precautions follow CDC guidelines anyone can use to protect themselves from the spread of COVID-19

### TRUE!

We are educating and asking staff and consumers to:  
Practice social distancing by spreading out in the facility; the corona virus spreads mainly between people in close contact (within about 6 to 8 feet).

Increased hand washing - wash your hands frequently with soap and water for 20 seconds or use an alcohol-based hand sanitizer.

Avoid touching your nose, mouth and eyes.

Cover your coughs and sneezes. Wash your hands or use hand sanitizer after coughing, sneezing, or blowing your nose.

Keep frequently touched common surfaces clean, i.e., telephones, computer equipment, etc.

Do not use other workers' phones, desks, office, or other work tools and equipment; if necessary, consider cleaning them first with a disinfectant. The health and safety, both mentally and physically, of our staff, consumers and our community are our top priority, today and every day.

Thank you for your partnership in keeping yourself, and the community healthy. Remember to keep washing your hands and stay safe.

## CDC Recommended Consumer Screening

TRUE/FALSE: Vitality Unlimited will accept an in-building appointment with a consumer who is sick.

### FALSE!

In January we began to implement CDC recommended consumer screening for all new admissions prior to arrival to the facility and once again when they have arrived at the facility. You will see new signage outside of our buildings asking those with symptoms to not enter.

## Ongoing Monitoring

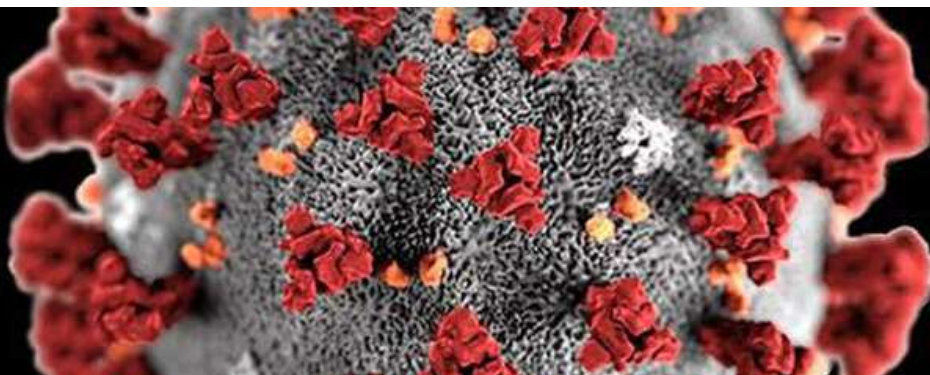
TRUE/FALSE: Vitality Unlimited is in compliance with recommendations from the CDC and the local department of public health.

### TRUE!

As the situation continues to evolve, we will monitor and heed any recommendations from the CDC or local department of public health to close our facilities to those who are not there to participate in a consumer's therapeutic process.

Vitality will continue to monitor the situation, we will keep you informed of any decision we make to modify treatment such as shifting to the use of tele-health or adjusting schedules of events.

**Our goal is to keep our staff, consumers and their families safe and informed during this time.**





# Prevent the spread of COVID-19 in **7 STEPS**

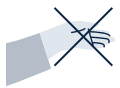
- 01** Wash your hands frequently
- 02** Avoid touching your eyes, nose and mouth
- 03** Cover your cough using the bend of your elbow or a tissue
- 04** Avoid crowded places and close contact with anyone that has fever or cough
- 05** Stay at home if you feel unwell
- 06** If you have a fever, cough and difficulty breathing, seek medical care early — but call first
- 07** Get information from trusted sources



SOURCE: WORLD HEALTH ORGANIZATION

# Keep Our Workplace Safe!

## Practice good hygiene



Stop hand shakes and use **non-contact greeting methods**



Clean hands at the door and schedule **regular hand washing** reminders



**Disinfect surfaces** like doorknobs, tables, and desks regularly



**Avoid touching your face** and cover your coughs and sneezes



**Increase ventilation** by opening windows or adjusting air conditioning

## Limit meetings and non-essential travels

Use **video conferencing** instead of face-to-face meetings

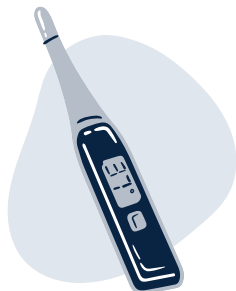
When video calls are not possible, hold your meetings in **well-ventilated rooms and spaces**

**Suspend all non-essential travels** and trips



## Stay home if...

- You are **feeling sick**
- You have a **sick family member** at home



SOURCE: CDC.GOV

## Take care of your emotional and mental well-being

Outbreaks are a stressful and anxious time for everyone. We're here to support you! Reach out to your supervisor anytime.





## SICK LEAVE AND VACATION

**Vitality Unlimited is here to support you if you get sick or need a break.**

**The sick time needs of hourly employees are being addressed on a case by case basis in light of COVID-19 concerns.**

The process for this is:

Contact your direct supervisor.

In lieu of direct supervisor availability, email Ester Quilici, CEO directly at [ester@vitalityunlimited.org](mailto:ester@vitalityunlimited.org)

A decision will be made on your case within 8 business hours.

Salaried employees have sick and vacation time accrual benefits.

Since policies are pretty stiff sounding, we have bullet pointed the highlights for you.

Regular salaried employees accrue sick leave at the rate of 5 days a year

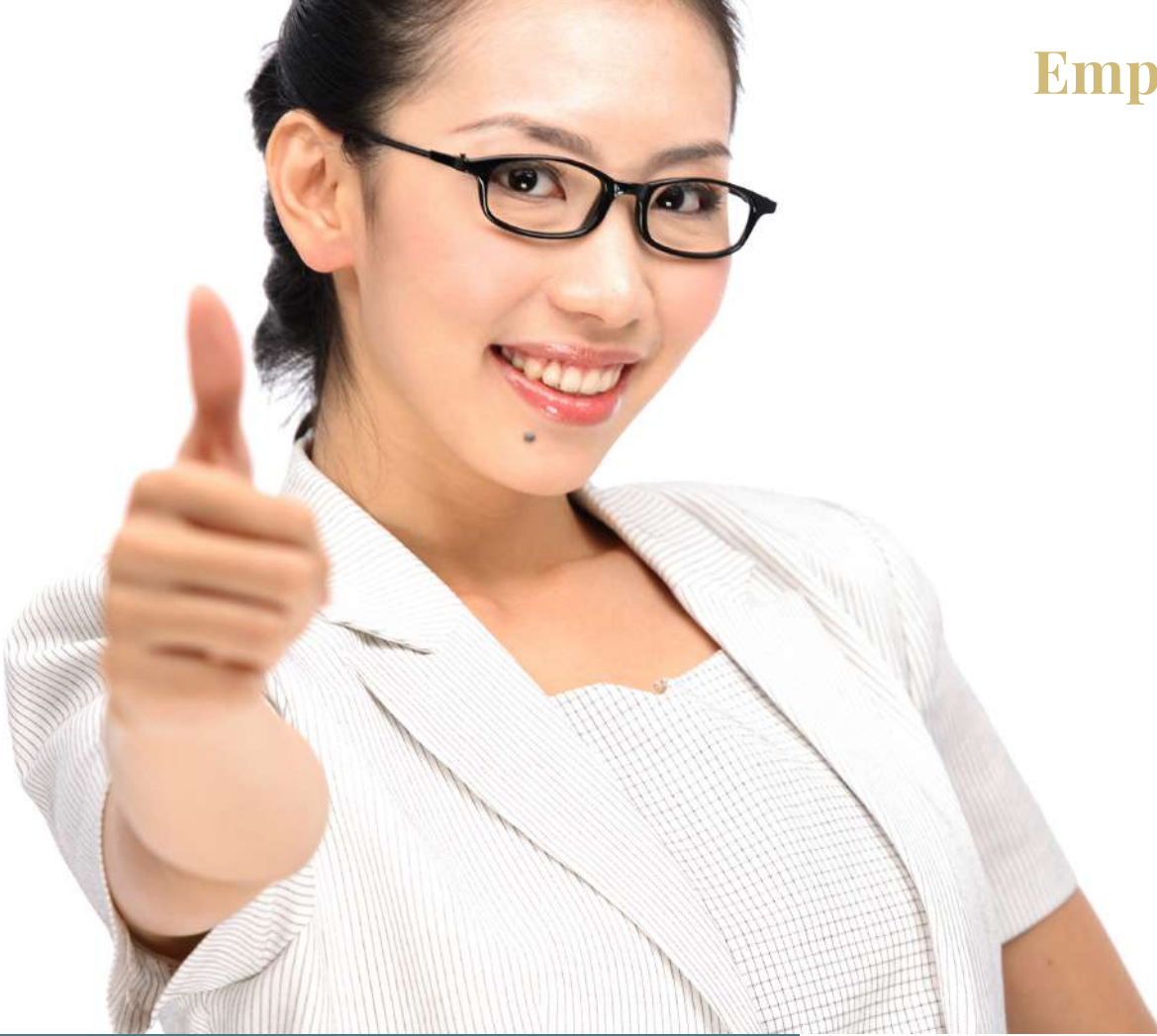
If you are sick, injured (unless it's a workman's comp case), or have a doctor's appointment, you can use this time.

Two days of family sick leave may be authorized by the Chief Operations Officer for an immediate family illness.

*Spouse, parents and grandparents, children and grandchildren, brothers and sisters, mother-in-law and father-in-law, brothers-in-law and sisters-in-law, daughters-in-law and sons-in-law. Adopted and step members are also included in the immediate family.*

If you have questions about your specific sick time, vacation time, or other benefits, contact Theresa Green via email at [theresa.green@vitalityunlimited.org](mailto:theresa.green@vitalityunlimited.org).





# TAKE INITIATIVE

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**ACKNOWLEDGE YOUR FELLOW  
TEAM MEMBERS**

In future issues of Vitality Way, we will be asking you who you have seen going above and beyond.

Right now, we all are. If you are showing up to work right now, you are amazing.

Our consumers need us and you show them every day that you are by their side. This is commendable beyond measure.

If there is someone who is going even further above and beyond, we want to feature them in the next issue of Vitality Way.

Email your nominations to  
[betty.magney@vitalityunlimited.org](mailto:betty.magney@vitalityunlimited.org)

Note: Anyone who sent in nominations when the Vitality Way newsletter announcement went out, don't worry. Your nominations will hold and will be shared in the next issue.

These are extraordinary times and we feel ALL deserve recognition right now.

As they say in recovery - keep coming back. It works!

# Employee Way

## New Staff from January to March

Vitality Unlimited has added 11 new staff members. Welcome to the family!

### Carson City

Drake Dembke  
Peer Support Specialist  
CCBHC

Kathy MacDonald  
CNA  
CCBHC

Gary Follett  
Behavioral Health Technician I  
Vitality Center

Virginia Keeping  
Behavioral Health Technician I  
Vitality Center

Yevgenita Krassovskaya  
Behavioral Health Technician  
Vitality Center

### Elko

Samelia Ankomah  
Cook I  
Vitality Center

Amanda LeClaire  
Behavioral Health Technician  
Vitality Center

Holly Trongo  
Behavioral Health Technician  
Vitality Center

### Vitality Veterans

Fernando Davis  
Cook I

Robert Martinez  
Facility Supervisor/Program Support

Mario Mongolo  
Employment Specialist/Program  
Support

"One of the marvelous things about community is that it enables us to welcome and help people in a way we couldn't as individuals."

— Jean Vanier, Community And Growth



HELLO  
I AM...  
NEW

# Way of Life

## HERE ARE SOME BASICS

### ➞ Protein



Put in good protein (quinoa, eggs, lean meat, dark green veggies); good carbohydrates

### ➞ Starchy Vegetables and Good Fats



Don't forget the whole food pyramid. Starchy vegetables, whole grains, beans; good fats (olive oil, butter, coconut oil, ghee, avocados, nuts);

### ➞ Non-Starchy Vegetables



Be sure to get in all the non-starchy vegetables you can eat.

**With these four categories you may be vegetarian, keto, paleo, vegan, or a myriad of other diets but the basics will keep you healthy.**



## CHANGE THE WAY YOU LOOK AT FOOD

*By Rhenda Wilson, RN*

Today we change the way you look at food.

Yes, food tastes good and fills our tummy. Yes, food is at every conference, party and gathering. Yes, we celebrate with food. Yes, we give food as gifts. But today I want you to think of food as Information.

Food goes into our body and has a purpose other than tasting good in the mouth. During digestion this information is dispersed as vitamins, minerals, carbohydrates, amino acids, good fats, fiber and water informing the various cells what to do with this food to build bones, give energy, build protein, regulate blood sugar and dozens of other amazing processes our bodies experience because of the information (food) they receive.

Every person is different so there is no one diet fits all. What works for me, may or may not work for you. We each have bio-chemically individuality; therefore, we process differently.

There are basic building blocks we all need, and we get them from the food we put in our body.

Here are some basics.

Try to cut out the processed foods that are giving our bodies the wrong information.

These foods cause obesity, heart disease, diabetes, osteoporosis, arthritis, auto-immune diseases and so many others.

**Let us strive to put good INFORMATION into our bodies so we can start healing our wonderful beautiful bodies.**

Hi, I'm Rhenda Wilson – I am the registered nurse at VIP. I love helping others and researching information to help others whether it is a group setting or individually. I am thrilled to be getting my Masters of Science in Holistic Nutrition. I truly believe that our diet has so much to do with our health. I am the mother of seven and grandmother to 16 with the two newest being baby girl twins. If I can help you in any way, please let me know. I am excited to do so.





# CURRIED EGG SALAD SANDWICH

SERVE: 4

TOTAL TIME: 20 MIN

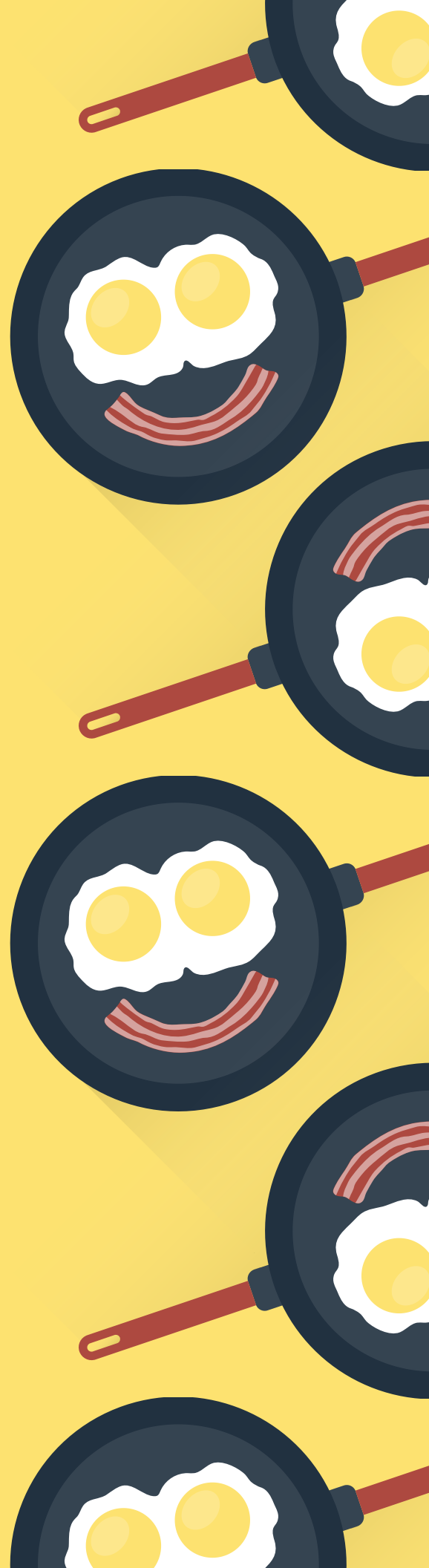
## INGREDIENTS

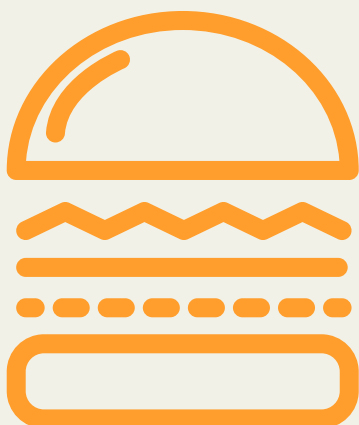
8 Large Eggs  
1/3 Cup Mayonnaise  
1 tsp Curry Powder  
1 tbs Chopped Fresh Chives  
Kosher Salt and Black Pepper  
4 Slices Wheat Bread  
4 Large Leaves Bibb Lettuce  
Potato Chips, for serving

## DIRECTIONS

Place the eggs in a saucepan and add enough water to cover. Bring to a boil, cover, remove from heat, and let sit for 12 minutes. Rinse the eggs under cold water, peel, and coarsely chop.

In a medium bowl, combine the mayonnaise and curry powder. Fold in the eggs and chives; season with ½ teaspoon salt and ¼ teaspoon pepper. Dividing evenly, top each slice of bread with lettuce, then the egg salad. Serve with the chips.





# The Perfect Burger

## Ingredients

### BURGERS:

- 2 pounds ground beef
- 1 teaspoon salt
- 1/2 teaspoon pepper

### CHEESE OPTIONS:

- 8 ounces blue cheese, cut into 1-inch cubes
- 8 ounces Pimiento Cheese Spread
- 8 ounces mozzarella, cut into 1-inch cubes
- 4 hamburger buns

## Prep Time

### TOTAL TIME: 40 MIN

- Prep: 30 min
- Cook: 10 min

## Directions

### SERVING OPTIONS:

Mix the ground beef, salt and pepper in a large bowl and form the mixture into 8 equal-size balls. Press a cube of desired cheese into the center of each ball and cover completely with meat. Form the balls into hamburger patties, about 1/4-inch thick. Grill burgers until desired doneness. Top with lettuce, tomatoes, onions and pickles as desired on a toasted bun.

### PIMIENTO CHEESE SPREAD:

Place the drained pimientos in a blender or food processor and puree until smooth. Using an electric mixer, combine the pimientos and cheese, beating until smooth. Beat in the mayonnaise. Spread on slices of white sandwich bread while the mixture is room temperature. Trim the bread crusts and cut the sandwiches into triangles.



YOUR ACTIONS  
HAVE AN IMPACT  
ON OTHERS

# DO OUR PART: PERSONAL RESPONSIBILITY

COVID-19 is teaching us a lot about personal responsibility and awareness of the impact we have on others.

When someone has a drug or alcohol problem, one of the tenets of recovery is for them to understand the answer to this question. "What's my part in this?"

With COVID-19, personal responsibility for daily choices is more important than ever.

Personal responsibility means that behaviors change based on potential negative impact.

There are a number of tools you can use to compromise on activities you normally would have done face to face.

## Use Technology

A young person who could go to the movies installs the Google Chrome extension for a Netflix watch party and watches it with their friends instead. (Try it, it's fun!)

It means that a networking group meets over Zoom versus at the local restaurant. (You can hold up to 30 minute meetings for free.)

People keep touch with their friends on apps like Marco Polo, where you can respond when you get the time versus when someone is video chatting with you. No time to video chat? Now you can find time. (It's a free app.)

We live in a time right now where we must put our personal desires aside for our own health and the well being of others.

**"Character — the willingness to accept responsibility for one's own life" — Joan Didion, On Self-Respect**





# THINK DIFFERENTLY

Want to go out to dinner?

The local restaurants do curbside delivery with employees sanitizing their hands and/or wearing gloves.

Take a little drive and get some curbside takeout.

Of course, nothing beats a home cooked meal.

Order your food (and toilet paper) in normal quantities.

Even our purchasing habits impact others at this time. I

t's time to be mindful.

Ask yourself - What's my part in this?

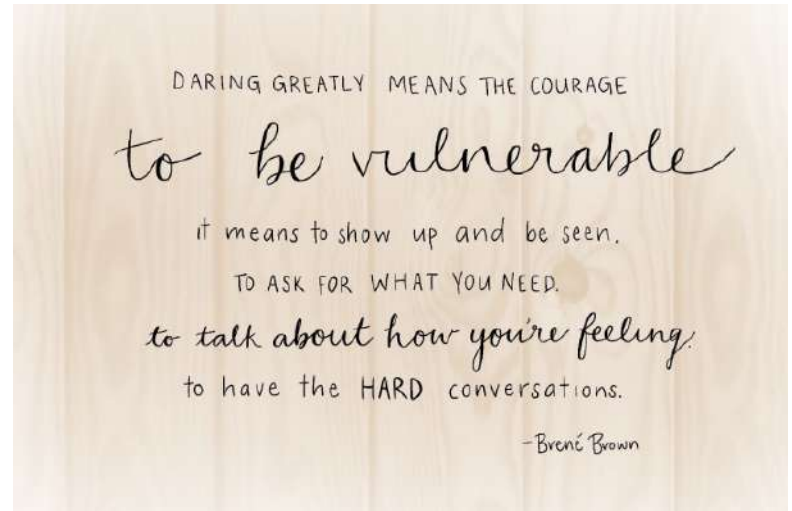
Every action has a ripple effect.

Recovery talks about consciousness of the impact we have on others.

How can you have a positive impact on your community at this time?

Well, you are doing it.

As an employee of Vitality Unlimited you are helping people when they need help the most. This is an opportunity to show each other, and our consumers, that we are there to serve.



**“Liberty means responsibility. That is why most men dread it.”**

**— George Bernard Shaw  
"Man and Superman"**

How can you think differently in these unprecedented times?

Share your tips for our next magazine where we will feature Brene Brown!

# THE BEST ESSENTIAL MEMES ON THE INTERNET

The Internet is an endless source of entertainment.

Here are some memes to brighten your day. As essential employees, you are all heroes.

1

## YOU ARE RAMBO

"So, how does it feel being essential employees?"

Essential employees:



2

## MULTI-PASS

when a cop stops you but you're an essential employee



3

## LIVE LONG AND PROSPER

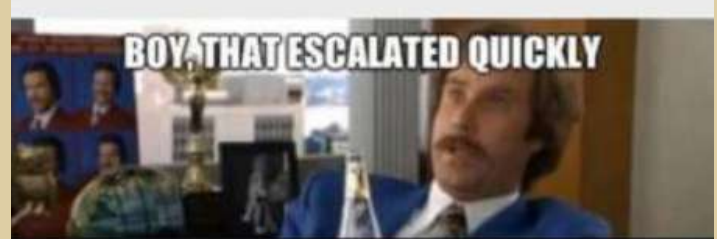
HOW TO PROPERLY GREET SOMEONE DURING THE CORONAVIRUS OUTBREAK



4

## BOY THAT ESCALATED QUICKLY

Me thinking back on the last 5 days.





AT VITALITY UNLIMITED

# WE WANT TO KNOW WHAT YOU THINK

Vitality Way is part of a continuous improvement program guided by executive management with the help of What Works Consultants.

We want to know what you think about the quarterly magazine. Your anonymous input will help make future issues better.

**EMAIL YOUR ANONYMOUS FEEDBACK TO  
DIANE@WHATWORKSCONSULTANTS.COM**

We appreciate your input!