Agency Wellness Champions Team Meeting
June 30, 2009

Attendees:

Name	**Agency**
Kim Engwer-Moylan	MDH
Linda Feltes	MMB
Sally Kupferschmidt	MSRS
Sandy Stolt	PERA
Amy Krause-Reader	Mn/DOT
Patricia Fox	Century College
Chris Barth	DOC
Debbie Lerdahl	Adm
Joanne Prillaman	Judicial
Shannon Tupper	MMB
Jarvis Keys	Mn/DOT
Denise McDermid	Lottery
Susan Thibedeau-Coilan	Adm

Invited speakers: Carrie Zvonar, DC, MS, cWC
Steve Zvonar, DC, cWC

Welcome and Introductions

Linda Feltes on JourneyWell Health Assessment Highlight

Linda reviewed a handout she and the Health Risk Management team at MMB prepared. The information is also available in PowerPoint format. The highlights are attached below. Please request a copy of the PowerPoint from Linda.

Patricia Fox led us in a stretch break **Thanks**, Patricia!

Steve Zvonar on Stress Reduction/Health Coaching

Kim introduced Drs Steve and Carrie Zvonar, who own the Northwoods Natural Healing Center and Monarch Health Coaching in Chisago City, MN. They are doing two presentations on stress management for MDH Work Well and are available to present on a wealth of health topics in your agency. (Steve is the former health and wellness coordinator for Mn/DOT.)

Steve and Carrie have been teaching wellness for 24 years. They have seen that learning new information is not the same as doing something so they both became certified health coaches and they help people focus on their motivators. “What’s your good reason for doing this” and what helps you sustain it during the hard times? They help people create their vision and then plan baby steps to meet their weekly health goals. We know that small changes make for huge gains over time. Through coaching, Steve and Carrie help people move away from the “should”

or "heart" goals and focus on the brain goals. Our brain turns us into a 2 year old when we're told what to do. Find the inward motivation.

Joy of living is more motivating than fear of dying.

Self-discipline becomes a positive ritual, which can serve us even when we don't feel well. We begin to live in the "spirit of health"; we become mindful and accustom to thinking in a healthy direction and we act in line with our values.

Agency Updates (with attention to policies, systems and environments)

Amy/Jarvis
All is well. Mn/DOT hosted an open house for the new exercise room, and are soon to hold elections for committee member offices. Only committee members vote. They are holding the 2nd Weight Loss Challenge and it's going very well. They 3rd will begin in Aug.

Debbie/Sue
New wellness team forming as a subcommittee of the safety committee. They are developing a process for employees to use when initiating new programs, and will pilot the process with Tai Chi.

Shannon
MMB is offering a 6 week Scavenger hunt. Each week you pick up a new map with clues, walk to the destination and answer the specific detail. It's walking with a purpose. Prizes will be awarded.

Joanne
Judicial's wellness committee is sending out a survey to all employees. Sept. is Employee Appreciation, which another team is responsible for. They are hoping to have a professional instructor teach yoga, until insurance is set up for volunteer employee instructors.

Denise is a team of one at Lottery. They have 149 employees in 5 offices around the state.

Chris
They will implement a safety and wellness survey. Staff participated in the MN Special Olympics torch run. They have a new piece of equipment in the fitness room. They are working on offering a yoga class. They have a Friday Blue Jeans fund: if you wear blue jeans you give $ to a fund which is used for flowers, staff wellness and will pay for yoga for one month so it can be offered for free at the start, $3.50 per class after.

Sally/Sandy
There are 400 employees working for 3 retirement agencies at MN Retirement Systems.

The safety and wellness committee hosted a 5 week physical activity challenge, which included a cemetery walk, a state capitol walk, a track pickup (borrowed grabbers from the City of St. Paul) and a poker walk. Prizes were awarded.

They also had a speaker on recycling.

Patricia
There was a scavenger hunt, with clues on-line. The College's "fab lab" made a medallion for the event.

They have arboretum walks, promote wellness breakout sessions at meetings, are producing CHOMP, a recipe book. In Mar they had a Wellness Fair with 30 vendors. They will move the location to the other campus next year. They have measured walks, a walking group and a fitness center.

Kim
MDH has hosted the 2 brown bags on stress with Drs Steve and Carrie Zvonar. The Wellness Champions committee is restructuring into 3 teams, District Offices, Golden Rule and Freeman Building. They are experiencing some growing pains as they re-invent themselves and without staffing. CSA deliveries have begun.

Next Meeting
Tuesday, July 28, 2009
MN Judicial Center
1:30-3 PM

Topic: How to be a coach/motivator/community builder. Chris will work with Joanne and put some ideas together, and facilitate your sharing of ideas.

Topic: Share program templates: do you have a program you've implemented that works (for example: Biggest Loser, Salad Bar potluck, starting a wellness committee, sustaining a wellness committee, improving cafeteria/vending foods)? Please write up the steps to implementing that program to share with the group. These will then move on to the Work Well Extranet pages.

JourneyWell Health Assessment Highlights*
State of Minnesota Employees, 2008

Health Assessment Completion Rate

67% of eligible state employees completed the health assessment (33,956 of 51,023 during Open Enrollment, 65 additional to date).

Readiness to Change Behavior

Generally, readiness to change behavior is high among employees who responded to the health assessment:

- ~50% for physical activity
- ~50% for stress
- ~30% for tobacco use
- ~30% for weight
- ~25% for food choices
- ~20% for back pain
- ~20 for alcohol misuse

Culture of Health

Efforts to build a *"culture of health"* are likely to be well-received by employees who are apparently ready to change behaviors

Aggregate Health Risk Factors

- 38% report being overweight and 28% obese
- 30% have low levels of physical activity (strength training is low)
- 65% do not consume 5 fruits and vegetables per day
- 51% score "poor" on nutrition quality
- 39% suffer from back pain problems
- 35% at high-risk for dental cavities
- 42% indicate emotional health concerns
- Majority does not "know their numbers" (i.e., cholesterol, blood pressure, LDL, HDL, triglycerides, and blood glucose)
- 11% use tobacco. One in five employees are exposed to second-hand smoke
- 27% suboptimal sleep (optimal sleep is 7-8 hours each night)
- 71% have at least one of the following risk factors: inactivity, being overweight or obese, smoking, and high-risk alcohol use
- 25% at risk for receiving a diagnosis of diabetes or heart disease in the next 2.5 years

Health Potential

An individual improves his or her health potential by improving even one health factor such as increase physical activity, reach a healthy weight; become smoke-free, eat a high quality diet, get optimal sleep or reduce risky drinking behavior.

*All information is received and presented in the aggregate. No individual data is reported.

Largest Age Groups

- 35% between 50-59 years of age
- 28% between 40-49 years of age

Workplace Wellness Opportunities

Programming:

- 62% receptive to on-site programs
- Morning and noon times most popular
- Prefer 30 minute (54%) or 15 minute (18%) wellness opportunities

General areas of interest:

- Healthy eating and nutrition
- Stress management
- Physical activity
- Safety — encourage sun protection
- Encourage health care directives
- Medical self-care — opportunity to support most appropriate medication use and self-care practices around herbal remedies and vitamin supplements

Specific wellness activities of interest (>50% of 20,964 responses):

- Nutrition classes
- Stretch break
- Chair massage
- Relaxation class
- Walking club
- Healthy lunch club
- Weight training class
- Aerobic exercise class
- Fitness or wellness competitions
- Yoga class
- WeightWatchers or other weight loss program

Top Four JourneyWell Wellness Programs (based on enrollments)

- 10,000 Steps
- Healthy Lifestyles, Healthy Weight
- Weight eProgram
- Stress eProgram