

LOCAL PEOPLE. TRUE STORIES. REAL ADVICE.

# MOMENTUM

FALL 2022



Special



# Employee Spotlight



Edition



This special, independent hospital means something unique to everyone inside. Read about their journeys and what drives them.

 **Black River**  
MEMORIAL HOSPITAL

Holly Winn arrived at Black River Memorial Hospital for work one morning and came upon a housekeeper washing walls. She stopped to thank the employee for helping take care of patients by protecting them from potential exposure to infection.

It was a random act of kindness, but it was much more than that. Their interaction gets at the heart of what the hospital's culture is all about.

# ALL IN IT TOGETHER

BRMH's culture celebrates the contributions of every single employee

It was born 12 years ago when the hospital adopted "Excellence Always" as its standard. An important aspect of that journey is "making sure all staff understand the important each role play in the success of the organization," says Holly, BRMH's chief operating officer. "It was really focused on helping employees realize they are more than a 'just a ...'. 'Just a patient care tech.' 'Just an educator.' 'Just a housekeeper.' "

Having worked at the hospital for 27 years, Holly has watched an evolution take place.

"It's incredible to watch the transformation that's occurred with our people," she says. "You talk to our nutrition services staff, registration, our housekeepers, and they really feel like they contribute to the success of this organization and are no longer a 'just a ...' "

To celebrate their contributions, in this special issue of Momentum, we pay tribute to everyone who help make Black River Memorial Hospital one of the top independent hospitals in the nation: our employees. You'll read about an Emergency Department (ED) physician who is also a Nigerian chief (Page 10), a patient care coordinator who has a healthy obsession with a lovable Disney character (Page 18), and a health information management clerk whose cupcakes are a must-try (Page 4).

As different as these folks are, the one thing they have in common is how much they enjoy working at BRMH — and it goes back to the close connections they've developed with their coworkers and patients.

Holly recalls an employee who was able to take additional months off work to battle cancer thanks to coworkers who had donated some of their vacation time through the PTO Donation Program.

Kathy Guenther (Page 12) will forever remember the money a coworker gave her for family meals after Kathy's young son underwent open-heart surgery.

And then there's the tight bond Paula Hagen (Page 16), a certified medical assistant, has developed with a husband and wife who are her patients at the Black River Healthcare Clinic.

"Our people really take care of one another," Holly says. "Everybody falls in together, and we figure out what we can do, what we can help with. Everything we do is centered around family."

And there are no favorites in this family. Whether you're processing insurance claims, performing surgery, or washing the walls, at Black River Memorial Hospital, you're valued, and your contributions are too.

## WORKING AT BRMH *by the numbers*

**38%**

Percent of employees who were referred by a coworker

**60+**

Number of work shifts offered at the hospital, providing employees flexibility to maintain a healthy work-life balance

**80**

Number of miles employees have been known to travel round-trip for over 20 years to work at the hospital

**360**

Number of employees at BRMH

**8.5**

Average tenure, in years, of a BRMH employee

"The people here are truly amazing," Holly says, "and they want to do everything they possibly can for the patient, the patient's family, and for one another."

# Mixing it up – Baking enthusiast rises to the occasion



## BRMH takes care of its own, providing Britni Ewing an opportunity to make an impact as a health information management clerk.

As she applies the top layer of frosting to another of her masterpieces, Britni Ewing is relaxed. Over the past three years, she has turned her passion for baking into a side business, “Britni’s Bakes,” which began when her best friend asked her to make cupcakes for her bridal shower.

“It’s a stress reliever for me,” Britni says. “I just get in the zone of what I’m doing, and it takes me away from reality for a bit and clears my head.”

Britni says it has crossed her mind to turn baking into her career, but she loves her job as a health information management clerk at Black River Memorial Hospital too much.

Britni’s journey with BRMH began six years ago when she came across a job opening in the nutrition services department. “I knew the hospital was a great place to work based on everything I had heard,” Britni says after sharing that her mom has worked in the hospital’s imaging department for over 20 years.

Britni’s responsibilities in the kitchen included working with

patients regarding their dietary restrictions. As a people person, the position was a great fit for her as she got to know most of the hospital staff because many of them ate in the café every day.

As much as she enjoyed excelling in her position, Britni had bigger ambitions. Having learned how rewarding it is to be employed at BRMH, she decided to work her way up to a position in which she felt she could optimize her skillset.

**“Even the clinic doctors have reached out to me and said the changes I’ve been working on with the CMAs have really helped, and they appreciate how much easier it is,”**

**- Britni Ewing**

Still, when the health information management clerk position opened up, Britni was unsure if she wanted to apply — until she was bombarded with encouragement from her coworkers.

“People in other departments would come up to me and say, ‘you’d be really good in this role because you excel in this and that. You have really good communication skills,’ ” she says. “That’s something I really appreciated.”

Britni has been in her new role since April 2021. And her coworkers were right; she’s had a positive impact on the organization, including working with certified medical assistants (CMAs) on changes to how patient charts are set up so that information can be communicated more efficiently between the clinic and the hospital.

“Even the clinic providers have reached out to me and said the changes I’ve been working on with

the CMAs have really helped, and they appreciate how much easier it is,” Britni says.

Britni’s promotion is a prime example of the BRMH family taking care of its own. The hospital is benefiting, Britni is shining in her new role, and BRMH won’t have to worry about finding a supplier of delicious baked goods anytime soon.

*Britni*

Health Management  
Information Clerk

6

Years at BRMH



BRMH’s most in-demand cupcake baker

Tammy

Senior Staff Accountant

7

Years at BRMH



Currently working at her dream job

A DESTINATION WORTH

# THE JOURNEY

**Working at BRMH fulfills lifelong goal for accountant Tammy Hernandez**

**“It’s a dream job. I truly enjoy working for the hospital,” she says, before adding with a laugh: “It just took them a long time to figure out they needed to hire me.”**

- Tammy Hernandez

**Emotion filled the auditorium** as Tammy Hernandez listened to a speaker tell his story of losing his infant son, and how the experience drove him to pursue a career in healthcare. As Tammy glanced around at her fellow employees, she noticed something: Some of them were holding hands.

She knew at that moment that her persistence and the challenges she’d overcome had finally paid off, because bonding with her new coworkers came easy that weekend in 2015 at a healthcare conference in Chicago, and it felt like she’d joined a family, not a company.

Finally, she was an employee at Black River Memorial Hospital – but getting there wasn’t easy.

Having grown up in Black River Falls, Tammy understood the important role the hospital played in the community and its stellar reputation

Business College, earning a business associate’s degree then building a career as an accountant during several professional stops.

Along the way, she never stopped trying to get her foot in the door at BRMH. “I applied for years for positions ranging from registration when I was younger to administrative positions (later on) to ... you name it,” she says.

Then things turned bleak — but not for long.

Having been laid off in 2012, along with her soon-to-be husband, from her job of 15 years at a manufacturing facility that was closing, and after undergoing open-heart surgery six months later, Tammy was working at a local real estate firm when she caught her BRMH break.

“I finally got a call from the hospital,” she says, and in February of 2015, Tammy joined the BRMH team as an accounting clerk.

as an employer. “The hospital has always been somewhere I’ve wanted to work,” she says.

But her plan to attend a four-year college and pursue a nursing profession was dashed when she gave birth to her only son, Jared, when she was 17. So the straight-A student switched gears and focused on raising her son. Several years later, she attended Indiana

Now, more than seven years later, as the senior staff accountant, she’s helping senior leaders make decisions that impact patient outcomes and treatments — and loving every minute of it. “It’s a dream job. I truly enjoy working for the hospital,” she says, before adding with a laugh: “It just took them a long time to figure out they needed to hire me.”



# PAVIN' HER OWN WAY

Head of marketing makes it her mission to help those she may never encounter

**I**t would have been easy for Miranda Greenwold to plant roots in the small, rural community of Markesan where she grew up. But she chose a different journey, seeing the world while studying abroad in Barcelona, Spain and traveling solo in Europe, Asia and Africa. She later gave birth to twins while balancing her work as the marketing and community relations director at Black River Memorial Hospital.

"I enjoy having experiences not a lot of people have," she says.

Miranda's road less traveled began in middle school when she went to a triathlon dedicated to breast cancer survivors. As Miranda stood at the finish line, awaiting her mother, she was transformed.

"It was a life-changing moment where I witnessed cancer survivors overcoming something they never thought they would do, and the way they carried themselves was so inspiring," Miranda says. "I remember thinking, 'If people who have been through so much pain can have such a positive outlook on life, it's time for me to adjust my attitude and start making a difference in this world.'"

As tribute to that day, Miranda immediately became a passionate and involved contributor in the fight against breast cancer — she still wears pink nearly every day — developing a deep drive to impact the lives of people she may never know.

And what better field than healthcare



**Miranda**

Marketing and Community Relations Director

**2**

Years at BRMH



Passionate advocate for Breast Cancer

for someone dedicated to bettering people's lives?

"I love hearing stories of when our staff save a life or bring new life into the world," Miranda says. "Our marketing department doesn't

yet may never meet.

She recalls a moment from high school after she had planned multiple events, helping raise awareness and tens of thousands of dollars for breast cancer research.

**"It was a life-changing moment where I witnessed cancer survivors overcoming something they never thought they would do, and the way they carried themselves was so inspiring,"**

- Miranda Greenwold

deliver that work directly, but we play a critical role in bringing those people to our facility and helping to connect patients with the services they need by delivering creative messaging and when a patient needs it most."

Along with her husband, Aaron; her 13-year-old stepson, Grayson; and 19-month-old identical twin girls, Lauren and Aaliyah, Black River Falls is lucky Miranda has plenty more to share with all the people she helps,

As she was walking the halls of her high school, she saw pink ribbons hanging inside almost every locker, including those of people she'd never talked to before.

"It was a profound feeling knowing that the work I was doing was impacting more people than I even realized," Miranda says. "That feeling continues to fuel me."

## More about Miranda

She also teaches international business and healthcare marketing at Marian University where she graduated with a degree in Marketing. She also has a master's in international relations and serves as the president of the Wisconsin Healthcare Public Relations & Marketing Society. In her free time, she enjoys reading (true crime is a favorite), and photography.



“Missionary work is eye-opening, and it deepens my love for practicing medicine and making a difference.”

# His Chief Mission

Dr. Joe Ahn is making a difference in the ED and with his overseas missionary work.

## Dr. Joe Ahn has been fortunate enough to combine three of the things he loves most in life —

**His wife, traveling, and practicing medicine — in a pursuit that’s benefited an untold number of people, including himself, in the most unexpected way.**

Joe serves as the medical director and a practicing provider in the emergency department (ED) at Black River Memorial Hospital. But long before he came on board full-time about three years ago, he became involved in medical missionary work with Life Builders.

He’s gone on about two dozen missions, from China to Guatemala to Peru, fueling a passion for travel that’s taken him to 72 countries. But his most intensive work has happened in a rural community in Nigeria to help build a medical clinic and a school; a second clinic is in the works.

“It’s challenging but fantastic to be able to put myself into a situation that’s different from my usual surroundings, and also know that I can be part of a process that delivers help and healthcare to areas that typically do not have access,” says Joe, whose wife of three years, Haley, has been doing missionary work for a decade and sometimes joins her husband on trips.

Joe’s mission work includes offering oversight to medical students, providing direct care, and helping organize teams in the United States. His efforts have been recognized. A tribal king in Nigeria granted Joe a

chieftom, complete with a ceremony covered by local news, traditional dress, and even the offering of a goat as a gift. “It was quite an amazing experience,” Joe says.

Back home, Joe enjoys the unpredictability of emergency medicine and the immediate impact he can have at BRMH, which he refers to as a “hidden gem” of a place to work.

“If we took what it’s like working at Black River and relocated it to a bigger, urban area, you wouldn’t be able to keep people away,” he says. “Everyone would want to work there. It’s fantastic.”

Joe takes a proactive approach to educating his patients about how preventative care and making regular visits to a primary care physician can reduce the odds of a trip to the ED, noting the Black River Healthcare Clinic “is a great place” to refer patients to for nonemergent concerns as well as routine wellness exams or screenings.

It’s an ongoing mission, as is his work in Nigeria, and he’s planning another trip there next summer.

“Missionary work is eye-opening,” he says, “and it deepens my love for practicing medicine and making a difference.”

*Dr. Ahn*

Emergency Department  
Medical Director & Provider

**3**

Years at BRMH



Avid Kite Surfer



# Caring for others comes from within

In the face of painful life challenges, one registered nurse chooses kindness

**K**athy Guenther has been a registered nurse at Black River Memorial Hospital for 15 years, and she has been through a lot in her own life. When faced with circumstances that might turn a person jaded and bitter, Kathy became one of the most kind and compassionate people you'll encounter.

After 28 years in the restaurant business, married, and with four children, Kathy made a career change, one she had been telling herself she would make since she began working. So she dusted off her nursing license and joined the BRMH family in 2005.

Two years later, doctors discovered a congenital heart defect in her youngest son, Ryan, 9 years old at the time, that required open-heart surgery in 2012, which was successful. Three and a half weeks after the surgery, Kathy's mother suffered a major stroke. And then in December of that year, her oldest son, Greg, was diagnosed with clear cell sarcoma.

As challenging as 2012 was for the Guenther family, it was not Kathy's first time facing extreme hardship. Shortly after she began her management career in the restaurant business, her brother and father passed away from cancer within a month of each other, after she had been taking care of them.

"You can't imagine the strength you need to get through situations like that," Kathy says. "It changed me."

Where did that strength come from? At about the time of her son's open-heart surgery, Kathy was at work when one of her coworkers walked up to her, put money in her hand, and said, "Eating out is

**"...the older I get, the more I can see the importance of making a difference."**

- Kathy Guenther

expensive. I know you're going to be doing that a lot when you're with Ryan." Between that and all of the meals, cards, and visits from friends and coworkers, she and her family received a lot of compassion.

Kathy has paid it forward many times over. In fact, she has a reputation at the hospital for performing acts of random kindness. At Christmas, she put a treat in everybody's mailbox. For Mother's Day, she gave petunias to the mothers she ran into. She also has made meals for friends and coworkers who were sick or experiencing tough times.

"The way I look at things - we're not here for that long on this earth, and if we can do just a little something to make somebody's day brighter, I guess that's what I try to do," Kathy says. "I've been on the receiving end, and the older I get, the more I can see the importance of making a difference in others."

So if you find yourself under the care of a nurse at BRMH who is going the extra mile for you, know that it's not just for a paycheck. It comes from true compassion born from their own life experiences.

*Kathy*

Emergency Department  
Registered Nurse

**15**

Years at BRMH



Known for random  
acts of kindness

# Restoring

a passion for education

With her five degrees, Leah Johnson is helping propel BRMH forward



**A**s the organizational development director at Black River Memorial Hospital, Leah Johnson is responsible, along with her staff, for everything related to education, from staff and clinical instruction, to process development, to supporting regulatory compliance. Talk about a perfect fit.

"I'm a lifelong learner," says Leah, who was the first in her family to graduate from college. "I've gone to school ever since I've gone to school."

You can say that again. Leah followed her first degree, a nursing diploma, with a bachelor's in education, a bachelor's of science in nursing, a master's in nursing education, and in May she received a master's of science in leadership and organizational development from Lakeland University. For those keeping track, that's five degrees.

"There's just so much out there in the world, and I find that to be inspiring," Leah says of her passion for learning.

It helped that a key lesson from her father, who didn't have the opportunity to graduate from high school, she says, was that "no matter what you have in life, you will never lose your education."

Leah took her most recent journey back to school thanks to BRMH's employee education assistance program, which allowed her to take out loans for an upgrade to her laptop and for tuition. Payment of the loans is based on the number of hours she works at BRMH, and because she's not planning to leave the hospital, "working this loan off is going to be easy," she says. "We are very fortunate in our organization in regard to having some of those types of benefits."

When she's not buried in a textbook, Leah spends time pursuing another of her longtime loves: restoring, refurbishing, recycling, and upcycling

"I've gone to school ever since I've gone to school."  
- Leah Johnson

**Leah** | Organizational Development Director

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**8**  
Years at BRMH

  
Will not stop until she has all the degrees

items from the past. She's been doing it for 46 years, going back to the auction she attended with her brother as a young girl where she purchased an old metal bed that she restored and has stayed in her family for more than three decades.

"I just like tinkering in the garage with what others call junk," she says, working on wide-ranging projects including wood and metal, indoor and outdoor décor, and making household or furniture items for family.

With her refurbishing hobby and traveling with her husband, Mark, on weekends to their camper in Chetek, Leah keeps plenty busy. She says her most recent degree "most likely" will be her last, but make no mistake, the learning will never stop, and as she starts thinking about retirement, you can count on seeing her at a campus near you.

"I'm probably going to be taking some courses at some university — just for fun."



**More about Leah**  
She and her husband, Mark, have been married 34 years. They have two children, Trey and Tess, and four grandchildren, two boys and two girls, all under the age of 4. They all live in Whitehall. Leah and Mark used to be avid golfers but now spend more of their free time fishing. Leah is a certified practitioner in MBTI (Myers-Briggs Type Indicator).

**“I realized how good it felt to help people and how rewarding it really is.”**

**- Paula Hagen**

# A Helping Person

*in a Helping Career*

Anywhere you go at the Black River Healthcare Clinic, you might see Paula Hagen

**You know that person at work who always brings a smile to your face? Even on a crummy day, you bump into them and your day brightens up?**

Meet Paula Hagen, a certified medical assistant at the Black River Healthcare Clinic. Paula is one of those people who you just can't help but like. She is upbeat, fun, and always finds the humor in things. In fact, if you visit the clinic, you might see her face in quite a few places, like on air fresheners hanging off rear-view mirrors in the parking lot, or on the socks of her coworkers, as Paula has made a tradition of giving holiday gifts that have her face on them.

Paula brings a positive energy to the clinic, but it goes both ways. "To me, it's like family here," she says. "They want to make sure you are happy. You're more than just a number. They ask for your opinion and your help to make this a better place to work."

Paula joined the BRMH family on June 25, 2012, as a health unit coordinator in the emergency department. When the clinic opened, she expressed interest and became a certified medical assistant in June of 2021. Her bubbly, outgoing personality has been a perfect fit.

"In the ED, people came with life-threatening conditions, and you never knew what happened to them," Paula says. "One of the

things I really like about my job at the clinic is that you really get to know the patients and be on their health journey with them."

That close connection Paula shares with her patients is a big part of the clinic's mission: to establish long-lasting, meaningful relationships among providers, staff, and patients that contribute to the health of individuals as well as the community overall. She recalls her experience with one family in particular. Paula was invited by a woman to refer to her husband by his nickname, "Poopsy," after the three had developed a tight bond. Paula goes the extra mile for patients. Poopsy mentioned the syringes were causing him pain, so Paula talked to his provider and was able to get him shorter syringes.

Paula has been in healthcare since 1997, and it's no surprise such a positive person chose this career. "I realized how good it felt to help people and how rewarding it really is," she says. "Even if I'm just sitting there with a family, I make a difference in their life. I help them. I listen to them. It's a rewarding feeling to help people. That's the main reason I got into healthcare and the reason I stay, to help people."

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*Paula*

Certified Medical Assistant

**10**

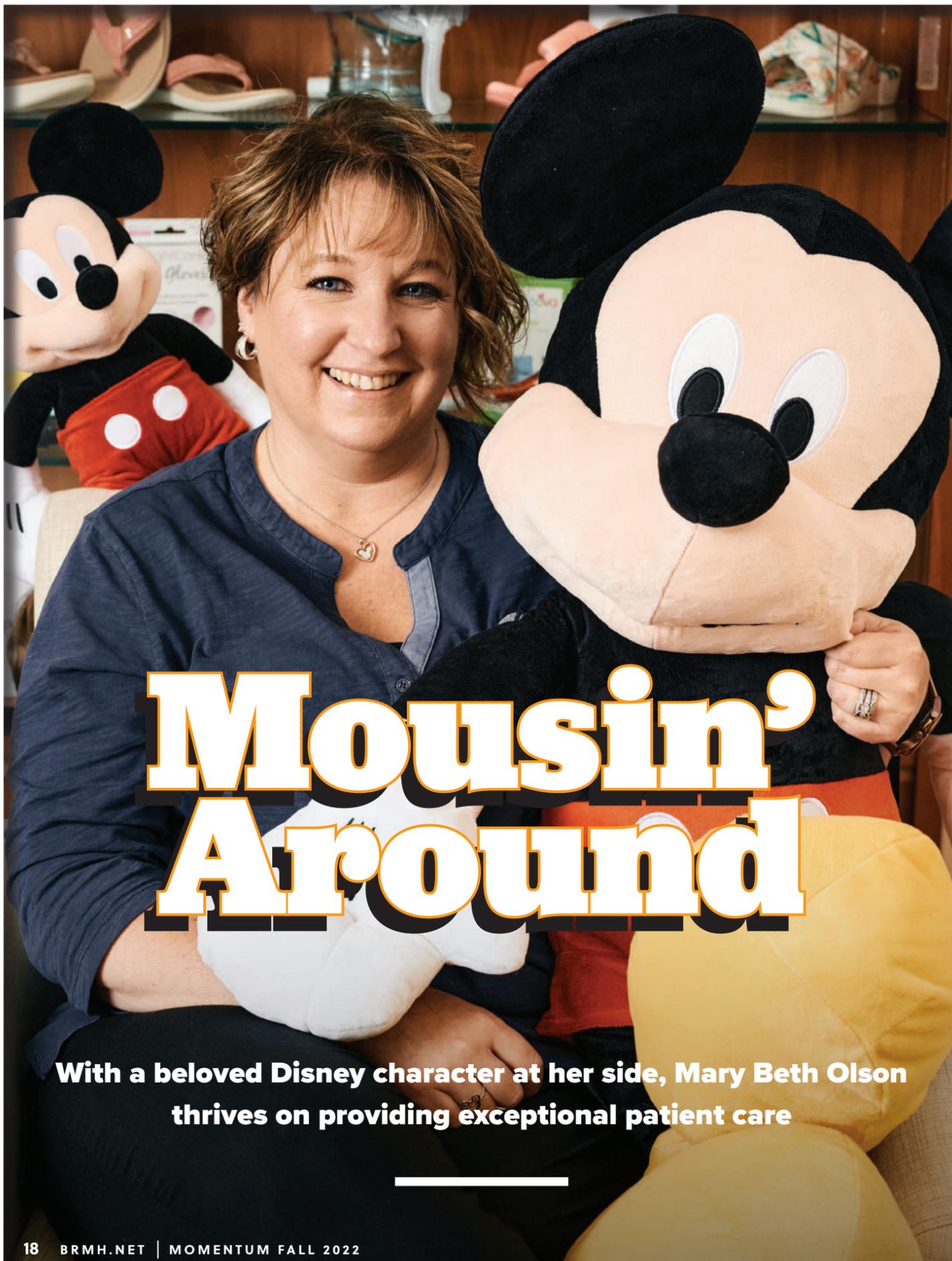
Years at BRMH



Endless reserve positivity  
.....

## **More about Paula**

Paula, her husband of 19 years, Terry, and 16-year-old son, Doyle, are dairy farmers. They live on a small farm in Alma Center. They milk between 40 and 50 cows and have pigs, chickens, feeder heifers, steers, and a "crazy dog that chews everything up." Paula helps lead the livestock committee for the county fair, helping kids with their goats, sheep, pigs, and steers. "It's just fun to see the kids excited. I'll pretty much do anything to see people happy and excited."



# Mousin' Around

With a beloved Disney character at her side, Mary Beth Olson thrives on providing exceptional patient care

## Mary Beth Olson has a *magical* problem.

He splits time between Orlando and Anaheim, and brings joy to children for a living.

Yep, Mary Beth “fell in love” with Mickey Mouse during a trip to Walt Disney World her senior year of high school, and “now I kind of have this ... problem,” the longtime Black River Memorial Hospital employee says.

Visit the Neillsville home she and her husband moved into in June and you’ll see what she means. A bedroom and bathroom are full of Mickey items — she has “hundreds if not thousands” — she has made four trips to Disney to hang with Mickey (they’re on a first-name basis), and makes a beeline for anything Mickey Mouse when she goes shopping.

“My family all laugh at me,” she says. “They may not be happy about it, but they love me for it.”

Mary Beth’s love for Mickey is matched by the enthusiasm she brings to her job as the patient care coordinator at Be Home, Home Medical & Wellness Supplies, a position she’s held for 12 years after starting her healthcare career as a respiratory therapist 24 years ago.

Her responsibilities include managing the home medical equipment department, overseeing the Be Home retail store, and, when necessary, performing respiratory therapy.

“I enjoy all aspects of my job,” she says, noting the flexibility that working at an independent hospital such as BRMH allows her. “For me, a lot of what I enjoy is just getting to know our patients so well. I’ve always looked at taking care of a patient as if I were taking care of a family member.”

When it comes to the retail store, Mary Beth emphasizes it’s about far more than making sales.

“It’s about taking care of everybody who walks in the door, and making sure when they leave, they’re educated on the piece of equipment they’re using so they can safely use it in their home,” she says. “Everything else can wait as long as our patients are taken care of.”

As part of that mission, continuing education is critical, and Mary Beth shares that her staff regularly participate in sessions and webinars to further their education. “We’re continually trying to better ourselves,” she says.

Having recently celebrated her 19th anniversary of employment at BRMH, Mary Beth has every intention of ending her career at the hospital as she continues to help Be Home find new ways to better serve its patients.

“I love what I do, and I love the teams I work with, because we really are a family here,” she says.

And when the time does come for Mary Beth to walk away from BRMH, you can bet one of her first retirement trips will be to see her special friend with the big, round ears and squeaky voice.

“My family all laugh at me,” she says.  
- Mary Beth Olson

Mary Beth

Patient Care Coordinator

20

Years at BRMH



Her collection is not really a problem

.....  
*Mark*  
.....

X-ray and CT Tech

**11**  
.....

Years at BRMH



Life is a journey and  
Mark is here for it  
.....

# STRAYING FROM THE MAP

## Sometimes Leads To The Real Treasure

**For Mark Thompson, a few career changes were just what the CT tech ordered**

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**We all know what happens when you try to plan your life exactly how you want it: It rarely goes according to plan. That's been the case for Mark Thompson, a computed tomography (CT) tech at Black River Memorial Hospital since 2011.**

Most of Mark's life, he had assumed he would take over the school bus company in Whitehall, Wisconsin, that his parents bought before he was born. That was the plan. But in 2002, a fire at the company destroyed all but four buses. Fortunately, no one was hurt, but Mark's plan was no longer an option.

While working for the City of Whitehall Parks and Streets Department after the fire, mowing lawns, patching roads, and plowing snow, he would watch his high school sweetheart-turned-wife, Rebecca, come home excited because she loved her work as an ED nurse. Every day in the emergency department was something different, and that appealed to Mark. Inspired by his wife, he decided to pursue a career in the medical field.

Mark went to nursing school and realized nursing wasn't for him, but he had earned many credits toward becoming a CT tech, so he gave that a shot. At BRMH, Mark discovered he had the knack for it — and loved his new profession.

"The nice thing about what I do now is there are never two days the same," Mark says. "Some days I do CT's, some days I do X-rays, some days I'm up in surgery taking images for surgical patients. The different types of things we see are so different. Every day is like no other."

**"The nice thing about what I do now is there are never two days the same."**

**- Mark Thompson**

That's not the case at all hospitals. "When I was in school, we did clinicals at different hospitals, and a lot of times, when you're at a bigger hospital, you specialize in one thing; you just do X-rays, or you just do CT's, or you just do MR's," Mark says. "One nice part about working here is that a lot of us do more than one thing. You have variety, and I love that."

Another added bonus of Mark's job is he occasionally gets to see his wife. Rebecca joined the BRMH family as an ED nurse three years after Mark.

Mark seems to have a habit of benefiting when he strays from his original career path. He doesn't see the fire that ravaged the family business as a blessing in disguise, but he's happy with where his life has led him.

"I always wonder what would happen if I had stayed there (at the school bus company), if I'd still be doing it," he says. "I don't know, but I do know I'm very happy where I'm at."

### More about Mark

Mark and his wife, Rebecca, have been together for 26 years, married 21, and have two boys: Payton, 18; and Nolan, 16. He and Rebecca spend a lot of time watching their sons compete in cross country, track and field, and wrestling. They live on a hobby farm, where Mark enjoys hobbies such as hunting and fishing.

# Hard workers spread positivity

Aptiv and Black River Memorial Hospital prepare people with disabilities to join the workforce

## This article was going to open with, "Meet Everett ..."

but that wouldn't make sense because you probably already know Everett. He's a reputable community member here in Black River Falls. In fact, you probably saw him working the last time you were at the grocery store. He's a dedicated worker and a jokester with the memory of a steel trap.

Everett and his friends Amber, Tammy, and Kyndall are part of the Aptiv team employed at Black River Memorial Hospital.

Aptiv, whose foundation is built on giving people the opportunity to learn, grow and thrive, is a Wisconsin nonprofit that provides a variety of services for people with disabilities. In 2004, Aptiv teamed up with BRMH to offer local participants prevocational opportunities.

"They're learning how to be on time, show up for work every day and get along with their coworkers and stay on task," says Kristine Tock, regional employment manager at Aptiv. "They rotate around and do a variety of tasks so they learn different things. It's a really, really great opportunity for them."

Aptiv employees handle a lot of the recycling duties at the hospital as well as document shredding. Every Wednesday, they travel to the recycling center in town and unload the boxes they've broken down. "We do things that give other people the opportunity to save lives," the workers say.

Each of the participants are unique, but one thing they have in common is the positive energy they bring. Amber is a poet who writes incredible poetry.

"We do things that give other people the opportunity to save lives."

Tammy is a chatterbox who always has a story to share. Kyndall is a real sweetheart, always kind to everyone.

And, of course, there's Everett, who was the catalyst for Aptiv's partnership with BRMH. About 18 years ago, with the help of his mother, Everett began working at the hospital. Seeking some sort of support, they approached Aptiv, and a partnership was born.

Much success has come from the partnership. In the past two years, four participants, armed with the skills they developed through the Aptiv-BRMH partnership, have moved on from the hospital and found employment in the community. That is how Everett landed his job at the grocery store six years ago. However, he loved working at the hospital so much that he now works both jobs.

BRMH and Aptiv benefit equally from the relationship they've built.

It's a common saying at BRMH that if you're having a bad day, go down and talk to the Aptiv employees - they'll lift your spirits immediately! "They do an amazing job," Kristine says proudly. "They make a difference every day and we're so proud of them for that."

.....  
*Everett, Amber,  
Tammy, & Kyndall*

Aptiv Employees

**20**

Years of combined experience



Responsible for at least  
90% of smiles at BRMH

.....





Visit our website at [BRMH.net](http://BRMH.net) and check out our new Better You Blog!

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## Roasted Butternut Squash Hummus

This recipe is great for the abundance of squash the fall season brings. It is a tasty fall option if you are looking for a healthy dip for gatherings, football games, or snacks for your kids after school. Another benefit is that it is jam-packed with vitamin A, protective to eye health, vision, reproduction, and immunity. This recipe will not disappoint!

### Ingredients

- 1 ½ cups roasted butternut squash
- 2 Tbsp olive oil
- 1 - 15 oz can chickpeas, drained not rinsed
- 2 Tbsp tahini sauce OR almond or cashew butter
- 1 clove garlic, peeled
- Juice of 1 lemon
- 2 Tbsp water
- ½ tsp salt
- ¼ tsp smoked paprika
- ¼ tsp cumin
- Freshly ground pepper

### Instructions

1. Preheat oven to 425°F.
2. Prep butternut squash for roasting by cutting it in half and scooping out the seeds.
3. Coat insides of squash with 1 tsp of olive oil.
4. Place olive oil coated inside facing down on a pan or cooking sheet and roast for 30 minutes.
5. Remove squash from oven and let cool.
6. Once cooled, scoop out 1 ½ cups worth.
7. Add butternut squash, olive oil, chickpeas, tahini (or alternative), garlic clove, lemon juice, and water to a food processor and process until smooth.
8. Add spices and blend until well-combined.
9. Serve with your favorite veggies, crackers, pretzels, etc.

## Spooky Sudoku

Fill in the blanks so every column, every 3x3 box, and every row, contains the digits 1 through 9 once. There is only one solution.

|   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|
|   |   | 8 |   |   | 7 |   |   |   |
| 5 |   |   |   |   |   | 7 |   | 1 |
| 9 | 2 |   | 1 |   |   |   | 3 | 6 |
|   |   |   | 8 | 7 | 2 |   |   | 5 |
|   |   | 9 |   |   |   | 3 |   |   |
| 1 |   |   | 9 | 5 | 3 |   |   |   |
| 3 | 7 |   |   |   | 9 |   | 4 | 8 |
| 2 |   | 6 |   |   |   |   |   | 9 |
|   |   |   | 7 |   |   | 2 |   |   |

Difficulty Rating: ★★★★★☆

Answers on the website: [brmh.net/momentum](http://brmh.net/momentum)



Adapted by BRMH clinical dietitian, Wendy Backus, from: [thehealthymaven.com](http://thehealthymaven.com)