Krista Siddiqui is the new administrator at Zumbrota Health Services. She has a bachelor’s degree in biology and a Master’s degree in Health and Human Service Administration. She has been married to her college sweetheart for 17 years and has three daughters and one son. Krista spent the first half of her life in rural MN near the Fargo Moorhead area and the second half has been spent in the Twin Cities. She currently lives in Eagan, MN. Krista enjoys many different hobbies like: reading, sports, relaxing and candle making. When she’s not working, most of her time is spent with her family. Krista is very excited to be at Zumbrota Health Services and looks forward to getting to know all of her residents and her staff. Please be sure to stop by her office and say hi when you get a chance.

**Family Council**

**April 16 5:15pm**

The meeting will be held in the Dayroom

All family members are invited to Family Council. There will be a light dinner served.
Who will care for your loved one?
Zumbrota Health Services (ZHS), an affiliate of St. Francis Health Services of Morris, Inc., is pleased to announce that they are a recipient of a corporate wide “Nursing Facility Performance-Based Incentive Payment Program” (PIPP) grant awarded by the MN Department of Human Services (DHS). The funds of the grant will be used for a project entitled: “Employee Recruitment, Selection and Retention (ERSR) Project”.

St. Francis Health Services has identified that the recruitment, selection and retention of individuals committed to caregiving in our skilled nursing facilities is a growing and critical problem, not only for St. Francis, but for the entire long-term care industry.

What are the consequences of not solving this problem?
Low nursing staff retention is already identified as a significant problem in our skilled nursing facilities and given the rural demographic area shortage of (prospective employees/aplicants) and the aging population growth, will continue to get worse. According to a Health and Human Services report from April 2009, the current worker shortage is likely to be exacerbated by the increased demand for long-term care workers as a result of the aging population. The number of older Americans in need of long-term care is growing, and is predicted to more than double by 2040. A number of factors will contribute to this growth. Due to aging of the Baby Boomer generation, currently the rate of new retirees is at 10,000 every day from 2012 until 2030, and there will also be a significant increase in the size of the elderly population aged 85 and older. As a result of demographic shifts in the U.S., there already is a projected need for 325,000 additional nursing aides, orderlies and attendants by 2014, an increase of 22% from 2004.

The purpose of St. Francis Health Services’ two year $2.4M project is to develop new systems for recruitment, selection and onboarding of new nursing staff, with the goal of reducing the turnover problem we have increasingly been experiencing in our skilled nursing facilities. The project will assess and redefine the current employee resources and hiring processes. We will introduce new systems for recruitment and selection procedures and implement orientation processes that will improve the onboarding of new employees. No employees will leave our employment without management understanding why and using the information to reduce turnover. The project will also incorporate results of employee satisfaction surveys and utilize the MN Report Card scores for benchmarking Staff Retention and measuring whether objectives are met.

UPCOMING ACTIVITIES
March 17-Saint Patrick’s Day Party at 1:00p
March 20-Birthday parties at the Care Center 1:30p and The Bridges
March 25-Mennonite Singers at 7:30p
April 2-Staff/Resident Easter Egg Hunt 2:30p and Jim Yngsdal Music at 6:15p
April 7-Dale Blanshan Music at 6:15p
April 16-Cowboy Jim Music at 2:15p
April 17-Birthday parties at the Center 1:30p and The Bridges
April 22-Mennonite Singers at 7:30p
Dietary Corner:
Smoothie
Ingredients — serves 4
• 2 1/2 cups yogurt OR milk
• 1 cup blueberries, rinsed and drained
• 1/2 cup blackberries, rinsed and drained
• 1/2 cup raspberries, rinsed and drained
• 2 Tablespoons ground flax seed
Optional
• 2 Tablespoons honey for a sweeter smoothie
• 1 medium banana for a thicker smoothie (a good idea if you’re using milk rather than yogurt)

2015 Valentines Day
King Wayne Fogelson & Queen Colleen Rud

Hand washing takes time and gives us chapped hands during the winter!

Yes it does, but it also keeps us and our residents healthy. We have gone through a terrible bout of illness and the only cure was consistent hand washing. Always work from clean to dirty, and then wash hands before returning to clean. After every resident, make sure you wash with soap and water for a full 20 seconds and turn off the faucets with a paper towel after every resident. ALWAYS carry hand sanitizer in your pockets—it’s an excellent substitute when you can’t get to the sink. Keep yourself (and everyone else) healthy!

MEET BETH DUFFING-

Housing Manager at the Bridges Assisted Living

I’m from Red Wing and have lived there my whole life. I have been married for 10 years to my husband Nick. We have 3 kids Joshua who is 5 1/2, Sophie who is 1 1/2 and Abby who is 3 months old. I enjoy camping, fishing, shopping and love spending time with my family.

I went to Nursing school in Red Wing and graduated from LPN school in 2002 and became an RN in 2007. I have worked as a NAR, a TMA, LPN and now an RN. In my last job, I was a Clinical Manager and then did an interim Director of Nursing position for 8 months before coming here.

I’m excited for this new journey and looking forward to spending time with all the residents at The Bridges.

We are looking to build up our activities at The Bridges. If you have any hidden performing talents or want to donate to the cause please contact me at 507-732-8455.

Let’s Be Honest!
Some of us are NOT washing our hands.

Stop the Spread of Germs
Origin of The Easter Bunny

The Easter Bunny is a symbol that originated with the pagan festival of Eastre. The goddess, Eastre, was worshipped by the Anglo-Saxons through her earthly symbol, the hare or rabbit. The date of Easter is determined by the moon whose symbolism is strongly tied to that of the hare. In fact, the hare is the symbol for the moon. Ever since the Council of Nicea in 325 A.D., Easter has been celebrated on the first Sunday following the first full moon after March 21st. The Easter bunny was introduced to American folklore by the German settlers who arrived in the Penn-sylvania Dutch country during the 1700s. The arrival of the "Oschter Haws" was considered "childhood’s greatest pleasure" next to a visit from Christ-Kindel on Christmas Eve. The children believed that if they were good the "Oschter Haws" would lay a nest of colored eggs. The children would build their nest in a secluded place in the home, the barn or the garden. Boys would use their caps and girls their bonnets to make the nests. The use of elaborate Easter baskets came later as the tradition of the Easter bunny spread through out the country. Easter is April 5th this year!