

## Proactive Approach Benefits Employees

### Initiative in Brief

“Proactive” describes Hackley Community Care Center’s worksite wellness program. Their wellness committee was formed even before they received funds to support their initiative! The diverse, well-staffed committee consisted of two medical providers, the finance director, the human resources manager, the operations director, and six staff members. The committee surveyed staff and developed a unique approach to help encourage and educate employees on ways to achieve healthy lifestyles.

The program to promote employee wellness was divided into four areas: (1) preventive (medical & dental appointments, flu shot, mammograms, etc.) (2) physical (pre and post lab work/BP/BMI, participation in exercise programs, walk-a-thons, team sports, etc.), (3) mental wellness (random acts of kindness, volunteer activities, enrichment studies, etc.) and (4) nutrition (daily water intake, eating breakfast, fruits & vegetables, etc.). Points were earned when tasks in any of the four areas were accomplished, and each point was valued at one dollar. Employees could earn up to \$100 when they participated in the various healthy behaviors.

Other areas of interest included stress management and financial planning. Supervisors attended a stress management conference, and a presentation to all staff is planned. An on-site, eight-week financial planning class is scheduled during the lunch hour so all employees can participate. Areas covered will include budgeting, debt reduction, and future financial planning.

Hackley’s proactive approach to wellness has helped its employees realize the value of preventive care, physical activity, mental wellness, and nutrition and its importance to their overall health.

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**Contact Info:** Sheri Weglarz  
**Title:** Operations Director  
**Company:** Hackley Community Care Center  
**Phone:** 231-733-6610  
**Email:** [weglarzs@hccc-health.org](mailto:weglarzs@hccc-health.org)

### Benefits

Noted benefits of the program are:

- Increased employees’ interest in understanding lab test results, blood pressure, and BMI.
- Increased physical activity, better eating habits, and enhanced preventative care for employees.
- Encouraged employees to make choices outside of their usual habits.

*“I’m very pleased with the participation and outcome of the program. Staff feedback was very positive regarding the program as well.*

*This was more than just a weight loss program. It encompassed all areas of life, from physical activity to mental well-being.*

*We plan to continue educating and promoting healthy lifestyles.”*

Sheri Weglarz  
Operations Director

### Lessons Learned

- Make wellness activities fun and offer incentives to increase participation and adherence.
- Make the program and tracking activities simple.
- Obtain feedback from staff periodically regarding what’s working and what’s not.

**Cost:** Incentive payout to staff (average was \$55.00), creating forms, & educational materials, program monitoring.

**Risk Factor:** Physical inactivity, poor nutrition

**Impact/Reach:** Potential 120 staff

**Business/Sector:** Healthcare