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CSWD WELLNESS PROGRAM OVERVIEW

FY23 (July 1, 2022 – June 30, 2023)

The MISSION:

The mission of the Wellness Committee is to provide education and programs to promote the health and wellbeing of CSWD's staff and their families.

PROGRAM GOALS

- Improve employee health and well-being
- Provide employees with education that enable them to achieve their best possible health
- Positively affect employee morale and job satisfaction
- Optimize performance and productivity

CSWD's Wellness Program encompasses five major focus areas.

1. **Physical Wellness** – Recognizing the value of both exercise and nutrition.
2. **Social Wellbeing** – Creating and maintaining strong relationships and developing positive interactions with others.
3. **Financial Wellbeing** – Effectively managing economic planning.
4. **Career Wellbeing** – Liking what we do every day and how we occupy our time.
5. **Community Wellbeing** – Connect with others in our community and having a sense of engagement with the area where we live.

The WELLNESS TEAM

The CSWD Wellness Team is made up of staff members who meet quarterly, or on an as needed basis, to plan and discuss activities. All employees are welcome to participate and/or are encouraged to provide suggestions. Contact Administrative Assistant Becky Johnston (rjohnston@cswd.net) 872-8100 x234 for further information.

FY23 Wellness Team

Amy Jewell, Jennifer Getty, Josh Estey, Dan Goossen, Ethan Hausman, Kim Stacey, Jon Shenton, Alise Certa, Becky Johnston, Hunter Hard, Travis Larkin

FY23 WELLNESS PROGRAM

****Wellness Reimbursement Reward Program:** Reimbursement of up to \$100 for fitness and health related activities per fiscal year. Submit reimbursement form to Becky Johnston.

Participation in Wellness Activities is voluntary. Employees who participate in designated activities, listed below, will receive **financial incentives**, which are paid out at the end of the fiscal year. **Payout is based on a point system.**

Calendar of Monthly Events:

- 1. Read With CSWD (monthly):** CSWD Staff, our friends, and family members are invited to join the CSWD Book Club. This Book Club meets once a month at the Admin Building to discuss a book while enjoying some snacks and drinks. This is a great way to get to know your co-workers while enjoying some great books.
- 2. Ted Talk Tuesday's (Weekly):** Offered every Tuesday at noon. Take a break, join your co-workers for a lunch and learn, or watch the Ted Talk at your convenience on your own. Topics will vary but all will be interesting. Staff input on your favorite's are appreciated!
- 3. JEDI Learning Program (Monthly):** CSWD's JEDI Committee is off and running. We're excited to offer a once a month learning workshop to all staff. Watch and learn by video, or a podcast about Justice, Equity, Diversity, and Inclusion with your co-workers.
- 4. Game Night – It's BAAAACCCCKKKKKK (Monthly):** A fun trivia game night will be held once a month. Join your co-workers for some stress free and fun trivia. If there is interest, we can move from online trivia to in-person trivia. Lots of local places hold Trivia night.
- 5. Volunteerism (Monthly) –** Do you want to get involved in your community and make a difference? Volunteerism provides us with a sense of purpose, a sense of community, and is a great way to learn new skills, help others, and meet new friends. CSWD will provide information to you regarding community needs and volunteering opportunities.
- 6. Free Space (Monthly) –** You choose an activity that meets the mission of CSWD's Wellness Program by promoting health and wellbeing to you and your family.

Special Activities – also included in financial incentives payout

- 7. Non-Smoker Affidavit:** CSWD rewards employees for being smoke and tobacco free. Forms will be sent out in the spring of 2023 **(1 point)**.
- 8. Tobacco Cessation Reward Program:** Free program available for employees who use tobacco products and would like to quit. Upon a successful six-month completion of being tobacco free, you earn a reward of \$125.00 for your efforts, hard work and success!
- 9. CSWD Wellness Activities :** Special Activities listed each month on the calendar including softball, apple picking, sharing recipes, corn maze, flu shots, holiday party, bowling, financial workshops, ice fishing, sledding parties, paintball, family hikes, and summer barbeque!
- 10. Other Ideas:** Please reach out to your Wellness Committee with other ideas/suggestions.