

FAYETTE COUNTY BOARD

221 South Seventh Street P. O. Box 401 Vandalia, Illinois 62471 Phone (618) 283-5000: County Clerk

Tuesday, March 23, 2021

Fayette County Board of Health
Fayette County Illinois
416 West Edwards Street
Vandalia, IL 62471

Chairman,

The Fayette County Board has been contacted by a group of Fayette County Health Department employees reporting abusive and demeaning behaviors on the part of the Health Department Administrator Ms. Melissa Storck.

These complaints are another in a series of such complaints over the past two years that have included "hostile work environment", "threats and demeaning comments", "false accusations" and other "dramatic behavior" that is reported as a "unhealthy environment".

The Fayette County Administrator conducted a review of management at the Fayette County Health Department following allegations of a hostile work environment March of 2020. His report included the following conclusion:

- A. Several individuals described concerns regarding "fairness", "drama" and "conflict" among co-workers and lack of confidence in management to improve the environment. A prior action by the Board of Health was described as "interviews with nothing done".
- B. These types of issues are not resolved with short term action. Rather they are addressed through a steady path of management focused on the fundamentals.
 - i. Be Transparent: Acknowledge the challenge and commit to change.
 - ii. Give Recognition: Develop management practices to provide both "on the spot" reinforcement and programs and rewards for performance.
 - iii. Train Managers: Invest time in supervisor round tables on management techniques. (article discussions) Open discussion
 - iv. Promote a Calm Environment: Promoting turmoil, dramatizing challenges, propagating doom all create employee stress and lead to conflict.
 - v. Promote Growth: A properly run organization anticipates change and develops employees to meet the job of tomorrow.



- vi. Solicit Feedback: Offer employees both a public and private methods of stating their concerns and offering beneficial suggestions.
- vii. Team Development: Esprit de corps allows employees to strive to overcome challenge. Several articles and books are available on building teams.

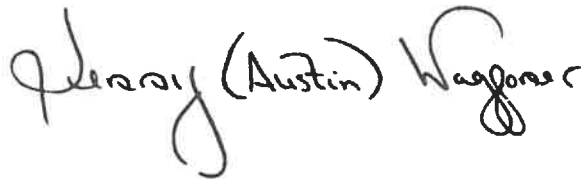
The Illinois Department of Labor provides clear protections for employees with severe penalties for organizations that knowingly enable a hostile work environment. Ms. Storck's behaviors reported by employees and bolstered by reports of aggressive behaviors with County Departments and other community service representatives presents clear risks and exposures for Fayette County that have heretofore proven unmanageable by the Fayette County Board of Health.

This letter is to inform the Fayette County Board of Health that the Fayette County Board has lost confidence in Ms. Storck's ability to effectively manage the Fayette County Health Department.

We request the Fayette County Board of Health convene as soon as possible to consider the history of reported grievances and general unrest within the department, determine a finding of no-confidence for future successful service and take actions to terminate Ms. Storck from her employment with Fayette County.

Should the Fayette County Board of Health choose to retain Ms. Storck, the Fayette County Board requests a detailed plan of how Ms. Storck's pattern of behavior will be addressed, and how the Board will ensure no retribution (active or passive) towards the employees.

We await your response to this request.



Jennifer Waggoner
Chairwoman
Fayette County, Illinois

CC: Joshua Morrison
Melisa Storck

Friday, March 26, 2021

Good evening,

I am here today to address the compliant allegation made by the Fayette County Board. Hopefully you have been provided a copy of this letter including supporting evidence, defending these defaming allegations. The supporting documents include my personal email replies in response to said letter, along with countless texts from various employees showing their support (whose privacy I intend to keep and respect since it has been said to me that they have been told, "should we come to this meeting and show our support for you, we will be next to go." You'll also find numerous thank you notes from employees, community members and other proud accomplishments made under my Leadership.

Before we get started since some of you may not know me, I'd like to quickly introduce myself. My name is Melissa Storck, I'm originally from Michigan and moved to Fayette County to settle down with my husband (from Farina) and enjoy the advantages of raising our young son in the country and small town. After having my son, I made the difficult decision to take a break from healthcare consulting, stop traveling and find ^{new sum rock} ~~permeant~~ work. This was a very tough decision, considering how ^{much} I loved my job. I was torn. So I prayed and prayed and prayed. I asked God to please help me find my purpose. I then remembered a job opportunity at the health dept. my mother – in – law had mentioned, opened up my laptop did a quick search, only to find the open Administrator position which read, "Are you looking for your purpose in life?" I knew right then and there; this was meant to be.

Originally as you can all imagine, I felt humiliated and embarrassed having to defend my character based on these false allegations. However, my tears have turned into strength and I appreciate this platform to clear any unfounded rumors and accusations.

4. Also at the beginning, reviewing the staffing plan and productivity I noticed we were way over staffed. A retired employee, *retired*, her position was then filled and she stayed on to work, even though there was no longer a need. Although I greatly, respected the time and work she had spent with the organization, I did ask she pick a date to officially retire in order to support a budget without deficit.

5. I noticed the org chart and job duties were all over the place, because come to find out, we'd receive a grant and then that grant would go away and rather than letting the employee go or finding an additional funding source, they would instead do random jobs. I recreated and restructured all job duties so they made sense and were accurate.

So as you can see, here are just a few examples on how I may have rocked the boat. But you know what, I accomplished a lot and did what needed to be done. It just didn't sit well with some.

Now that we have that out of the way, let's discuss this letter.

The letter states: "These complaints are another in a series of such complaints, in the past two years including "hostile work environment, threats and demeaning comments etc." *I must ask, if the complaints were that bad, over two years, then as a Board member or County Administrator, why not take the time to try and get to know me or come observe my work or our work environment yourself?* Had the roles been reversed, I would've been there, front line and center. The letter continues to state, "The Fayette County Administrator conducted a review of management at the Fayette County Health Department following allegations of a hostile work environment March of 2020. His report included the following conclusion:"

- A. Several individuals described concerns regarding "fairness", "drama" and "conflict" among co-workers and lack of confidence in management to improve the environment. A prior action by the Board of Health was described as "interviews with nothing being done."

- a. I would like to state for the record that these allegations are false or at the very least very exaggerated or taken out of context. Since I was not included in this investigation, or given specific examples, I'm unable to go on the defense so I guess I'll go on the offense. Unfortunately, throughout my 3-year tenure, I've been wrongly harassed by "anonymous letters with outlandish and frivolous complaints" all which were investigated and no wrong doings or inappropriate actions were ever found. It got to a point, where these ridiculous, outlandish letters were so frequent, by then the Board of Health, having gotten to know me as a person and Leader, seeing I was the one being victimized, they said enough is enough and requested the harassment to stop.

The letter goes on to state "these types of issues are not resolved with short term action. Rather they are addressed through a steady path of management focused on these fundamentals.

- 1) Be Transparent: Acknowledge the challenge and commit to change. I do this daily. Ironically, I believe it is my persistent, holds no bar attitude to any challenge, always encouraging change, holding all employees to this standard, is in fact, why I'm now having to now defend my title and actions to you today.
- 2) Give recognition: in respect of your time, I'll spare you the examples I've implemented and please review the documents provided to you ~~for a~~ evidence.
- 3) Train managers: I've promoted most internal employees from within, (see org chart for ex.) spending most of my time, training them to take on a new Director title. I wanted to provide a chance and opportunity to all. You see my mission isn't only to "Strive to be the best place to work in Fayette County IL, while helping as many people as we can" it's more than that. I want to give a better life with greater economic and career advancement to our employees and their families. I thought with their potential and my continued 1:1 support, always leading by example we could make it work. However due to lackluster job performance, in addition to these said

7) Lastly Team Development: Stating several articles and books are available on building teams. I feel my credentials and professional experience speaks for itself.

So that about sums up the complaint letter and I leave it to you to read the rest.

- Now I'd like to quickly read my recent accomplishments from my updated resume.
- Next, I'd like to read just a few text messages sent by various employees, keeping their confidentiality intact of course, since many of them are afraid to speak up because they've been told, "should they speak up on my behalf, then they'll be the next to go."

I want you all to know whatever the outcome should be, I'll be just fine. Sadly, I've fallen victim to small town politics and it is what it is. Do not feel sorry for me, as this experience has made me stronger and has even brought me closer to my faith. I've gained valuable experience, have learned a lot and I'm super proud of my accomplishments here. My head will remain high and I know *and* most of you here know, *I've done nothing wrong. I'm not perfect but I definitely have done nothing to deserve this ridicule.*

I'd also like to thank all those who continue to show me your love and support. I realize this is probably the last thing you'd want to do on a Fri. night.

The worst part of this fiasco, I've worked countless hours, weekend after weekend, around the clock, trying so hard, wanting our health department to be nothing but the best. This past year the majority of my time has been spent at the office or at home on the computer or taking calls. Here I thought I finally got to a place where I can take a mini break, step away and spend a short weekend

getaway with my 5-year-old son. I had to cancel our specially mommy and me trip last night. We all know what happens when you cancel a trip last minute. But the worst part was having daddy break it our son, because go figure mommy was working late again. Derek explained to him the reasons why our trip had to be cancelled. I was told his response, he stood there in the kitchen, opened the pantry door and tried to hold back his tears. He then said, "it's ok." So here we are, and all the back stabbing aside, *that my friends, is what hurts me the most.*

Either way, during this Pandemic, I can literally say, I've personally helped thousands of people and that can never be taken away from me, and for that I will always be grateful for. I ask for your support because this is where I belong. Thank you.

Melissa Storck RN MBA
248.977.9441

A dynamic and results oriented Public Health Administrator serving the Fayette County Health Department.

Mission: *Striving to be the best place to work in Fayette County, IL while helping as many people as we can.*

EDUCATION & CREDENTIALS

- **Executive Master's in Business Administration**, Concentration in Health Care Management, Oakland University, Rochester Hills, MI
- **Bachelor of Science**, Nursing, Oakland University, Rochester Hills, MI
- **Certification**: Commission for Case Manager Certification
- **Certification**: Accredited Case Manager
- **Certification**: Lean Six Sigma Green Belt
- **Licensure**: Registered Nurse Illinois
- **Leadership Academy**: University of Illinois Extension

PROFESSIONAL EXPERIENCE

FAYETTE COUNTY HEALTH DEPARTMENT
Administrator

July 2019 – present

- Leader to approximately 37 employees
- Has since promoted nine internal employees
- Created 12 new jobs and role titles, improving organizational structure
- Personally wrote & awarded over \$875,000.00 + in new grant funding including FNB trust, Census, COVID – 19 Crisis, Mass Vaccination, Federal CURES and CARES act grants.
- Oversee and maintain 2.6-million-dollar annual budget with continued growth and revenue without deficit*** (prior to tenure average \$80k annual deficit and departments budgets were inaccurate or incorrectly supporting one another rather than their own departmental budget)
- Restructured and developed specific budgets for each department and Director *(Many Directors still green and training in progress) is still in progress. ALL still in progress*
- Developed and implemented robust COVID – 19 rapid testing program, one of the first to implement curbside clinics, with an ability to rapid test up to 75 vehicles / people per 15 minutes
- Developed and implemented COVID – 19 mass vaccination program and process, having successfully turned old storage shed into a drive through clinic, with ability to vaccinate approximately 125 people per hour
- Researched, developed and implemented *uniformed wage pay* scale with employee incentives, way above target, meeting IL minimum wage guidelines.
- Growth & strategic mindset, increased workforce while on a fixed budget

- Created LEAN culture through implementation of Key Performance Indicator Boards for all departments with strategic action plans
- In an effort to go green, cut costs and improve efficiency, implemented / spearheaded the following new software systems:
 - Well Sky EMR- Home Health and Hospice- projected \$38k in annual savings
 - Visit Tracker- Healthy Families of Illinois
 - Harris Group Time keeping Software-Countywide – (in progress)
 - Med iSOFT- Expanded billing department through cross training of employees
 - QuickBooks- Improving financial data keeping
- Advanced Team communication through implementation of bundled IT services with projected annual cost savings of approximately \$4k
- Implemented employee engagement program to include best day, first day, project, 30/90 new hire review, monthly employee recognition, and mission driven reflection before meetings
- Revised employee policy to align with everyday practice
- Decreased overtime costs and revised job descriptions to include all appropriate Leadership positions to exempt status
- Revamped Social Media page and Facebook staff page improving fun, unity & communication
- In progress:
 - designing new Fayette County Health Department website
 - continue to ensure all grant deliverables are met, helping end COVID – 19 Pandemic through community education and vaccination
 - Training & mentoring employees
 - Creating a Team based, positive working environment and culture

DMC SINAI-GRACE HOSPITAL

May 2016-September 2017

Director of Case Management, Performance Improvement

- Implemented new orientation program & training processes
- Implemented insurance denial avoidance program, goal met, decreased write off, under .96%
- Implemented readmission reduction strategies, goal met, February 2017, 11.29%
- Decreased average number of hours per observation stay
- Improved overall Case Management department CMS compliance rate from 0-60% to 80-100%
- Successfully completed Joint Commission survey
- Completed PEPPER hospital monitoring & management with action plan
- Decreased employee turnover

LABYRINTH HEALTHCARE CONSULTING

September 2012- August 2015

Director Healthcare Consultant

Provided independent case management consulting services to a wide range of acute care facilities; met or exceeded all engagement objectives, decreasing the client's workload and improving quality/ cost effective outcomes.

- Served as Interim Executive Director of Case Management
 - Georgia Regents Medical Center, Augusta GA

- St. John's Hospital, Springfield IL
 - Delta Regional Medical Center, Greenville MS
 - 3 community based hospitals, Christus Health, Corpus Christi TX
- Successful talent assessment and overall department redesign with implementation of work flow processes, departmental policies and internal productivity and regulatory audits
- Assisted with development and implementation of ED and Admissions Case Management program uniquely designed to meet organizations specific needs. Results included an increased compliance and staff productivity of medical necessity review completion with an estimated 2.7 ROI
- Developed and implemented case management orientation program, providing one on one mentoring assisting staff to meet their individual goals
- Developed Physician Advisor program and partnership
- Department budget analysis and cost saving strategy
- Managed care contract negotiation
- Workflow process improvement
- Went on to become *President* for a 6-month period in 2018 before deciding to stop traveling, completing a successful consulting engagement home health and hospice redesign plan at Yakima Valley Hospital, Yakima Washington.

Yesterday 3:02 PM

Melissa, omgoodness! My heart is breaking for what you're going through! I just want you to know I'm pulling for you, you have done SO much good for us since you came here! Praying, Praying, Praying!!



sorry I am for what is happening to you. I appreciate all you have done for us and I hope you will still be with us! Praying for you:

Thank you so much- I feel so humiliated and upset. I appreciate the kind words please continue to pray for me and thank you for thinking of me.

You have done nothing wrong and should not feel humiliated. There is just a lack of respect for leadership anymore, and especially if someone doesn't think they are getting their way! You are strong and have done a great job and have made so many improvements! Hang in there! I know I am not the only

At least 6 of us planning on attending the meeting Friday to try to speak on your behalf....and yes I'm making a list to keep my thoughts organized. 🙌. #teammelissa

Awe thank you so much

That really means the world to me and I'm sorry you all even have to deal with this craziness

I told you once that it impressed me that you have the balls to make the tough decisions and you make them in the best interest of the department. I hate that you have to deal with it when your time needs to be spent on so many more important things.

Thank you Lord for another wonderful day. Thank you for a second chance at the Health Department using the gifts and talents you've given me.

... where I'm meant to be, it keeps me closer to you Lord and the relationships and bonds with family and patients are irreplaceable. Lord I ask that you be with Melissa this week. I'm blown away at the short notice news I've overheard. I thank you for her and all the good deeds and hard work she has put into our place of employment and the community. Please continue to bless her and give her the strength and guidance she needs at this time. Thank you Lord for all your continued

Today 10:45 AM

I want to say thank you for all the accomplishments and opportunities you have brought to the Fayette County Health Department. I wish our colleagues would take a minute and look at the bigger picture and overall what have done and will continue to do not only as a Health Department, but as community leader.

Thank you so much

Today 10:35 AM

Melissa,
I just wanted to thank you for being a huge part of the change in this community for the better, it has not gone unnoticed. I know you have done everything but sell your soul for the health department, your employees, and this community. I appreciate all your blood, sweat, tears, and I'm sure sleepless nights. I am beyond grateful for you! Prayers and much love!!



🙏😊 thank you this means everything to me

Read 10:44 AM

Recent text to
Director employee
showing good
treatment &
recognition



Monday 6:52 PM

I may make the PPE storage room an office- you interested...? Its a really nice room. You could even put a table in there for meetings

TO's old office?

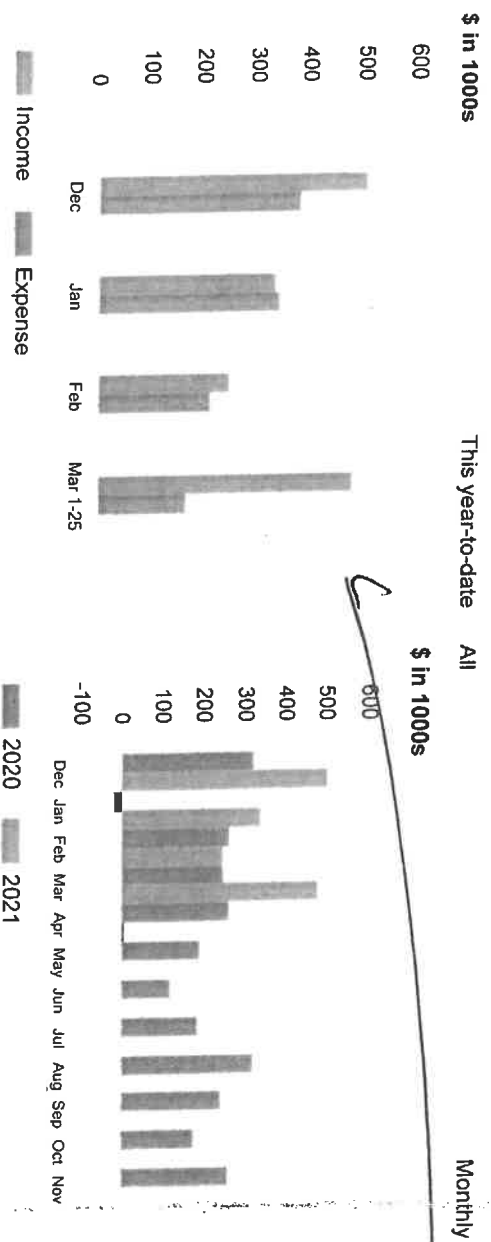
Not sure but I'll show you tomorrow

Ok. If it's the one I'm thinking, yes! I finally be able to put my desk together

It'd be a step up



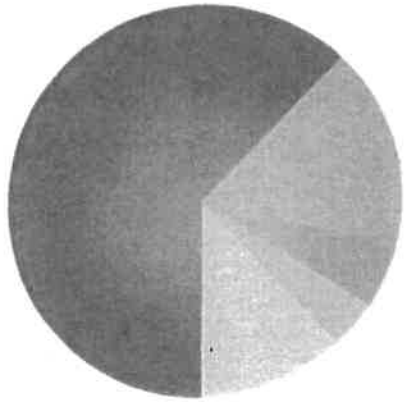
Income and Expense Trend



Account Balances

Account	Balance
Checking - General Fund	834,484.56
Investments Fayette County Bank	400,000.00
Investments Dieterich Bank	250,000.00
Investments Savings Account	3,981.86
FNB Employee Scholarship Fund	2,031.40
Credit Cards	1,360.83
*4881 & 4611 CHASE- KILEY &...	1,211.03
*7020 VISA-Melissa	0.00
*0953 VISA-Elizabeth	0.00
*5628 VISA-Kiley	0.00
*6949 VISA-Melissa	149.80

Expense Breakdown



Total: \$170,872.27

- 400.00 Other A
- 430.00 Other P
- 463.00 Other B
- 436.00 Other C

From: Melissa Storck [mailto:mstorck@fayettehealthdept.org]
Sent: Wednesday, March 24, 2021 3:56 PM
To: jmorrison@fayettecountyillinois.org; jwaggoner@fayettecountyillinois.org; 'Dawn McDaid' <Johnslulaw@yahoo.com>; 'Bradley Dunn' <Brad526@sbcglobal.net>; 'Sandra Albright' <catmom7@frontier.com>; 'Julie Aderman' <Aderman@ymail.com>; 'Beth Hoffman' <kbhoffman7977@gmail.com>; kluster74@gmail.com; 'Glenn Skow' <glenskow@me.com>
Cc: Jessica Barker <jbarker@fayettecountyillinois.org>
Subject: Letter from Chairwoman, Jennifer Waggoner

Hello,

I am in receipt of attached letter and vehemently deny these proclaimed false accusations and claim it as defamation of character. The letter states, this alleged misconduct and prior action by the Board of Health was described as "interviews with nothing done." However, this claim is confusing since unfortunately, anonymous letters have been written in the past and past accusations were found frivolous. Even one conducted by previous County Administrator, Bruce also found that I had acted appropriately with no wrong doings found.

These are false accusations made by *low – moderate performing employees, who, when held accountable or to a higher standard, in turn, retaliate.* I have dedicated my life to this job this past year and do not deserve this. I am surprised I was not given an opportunity to explain or defend myself? The way this has been handled so far, is humiliating. I am the one being victimized here, same with past "anonymous letters."

The letter also goes on to describe attributes of a good Leader including transparency, employee recognition, mentoring, calm work environment, growth opportunities, encourage feedback and team development. It is these things specific things I stand for and ironically, make me a good Leader. I could give countless upon countless specific examples, proving so. .

Either way, since this Pandemic, I can literally say, I've helped thousands of people and that can never be taken away from me, and I will always be grateful for.

Sincerely,

Melissa Storck, RN MBA, Administrator
Fayette County Health Department
416 W Edwards Street
Vandalia, IL 62471
Cell: 248.977.9441
mstorck@fayettehealthdept.org
Keep up with FCHD! [Website](#) | [Facebook](#)



Melissa Storck

From: Melissa Storck <mstorck@fayettehealthdept.org>
Sent: Thursday, March 25, 2021 7:02 PM
To: jmorrison@fayettecountyillinois.org; jwaggoner@fayettecountyillinois.org; 'Dawn McDaid'; 'Bradley Dunn'; 'Sandra Albright'; 'Julie Aderman'; 'Beth Hoffman'; kluster74@gmail.com; 'Glenn Skow'; Eric Snedeker
Cc: Jessica Barker
Subject: Melissa Storck Additional Response to Complaint FW: Letter from Chairwoman, Jennifer Waggoner
Attachments: Storck.pdf; Olson PIP 2 24 21.pdf; complaint letter 3 23 21.pdf

Hello,

In preparation for tomorrow's meeting and in my defense, attached you'll find a scanned 47 page document, along with a recent employee PIP, further showing my Leadership style, which offers the employee 3 free counseling sessions, and original complaint letter. (Prepared to discuss further and provide much more evidence in my favor).

pgs. 1 -3 updated resume with recent achievements

pg. 4 YTD financial snapshot

pg. 5 org chart highlighting promotions and job creations (the letter states the Fayette County Administrator conducted a review of management at the Fayette County Health Dept. and his report concluded several individuals described concerns re "fairness", "drama", and "conflict"). *How can it be that I was never included in the investigation? Or other employees? And it was so quickly determined that I should be terminated?* Healthy conflict is part of life, especially in the workplace. If you are mature, respectful and fair- it helps with employee growth. I decided to promote mostly all from within, people all now Director level employees, in hopes to mentor and train them as they all lack experience in Leadership and experience. (Technically some of these jobs should be Manager level but I wanted to provide opportunity. I believe things you ignore, you promote. I address poor behavior or work performance whenever necessary, because that is part of my job.

pgs. 6 -9: proof of monies spent on employee appreciation and recognition

pgs. 10 - 15: examples of recent text messages from different employees

pg. 16: gift I received today from an appreciative employee

pgs. 17 - 20: examples of proud accomplishments, thank you notes from the Community

pgs. 21 - 24: personal thank you notes given to me by various staff members

pg. 25: Dec. 17, 2020 1/2 page newspaper ad, showing gratitude to employees

pg. 26: me working the front lines, which I did, and still do through the entire Pandemic, helping everyone

pg. 26: recent message from another employee

pgs. 28 - 47: recent March FCHD Staff Facebook posts, painting a good picture of my Leadership style and current work environment

Since I've started working here, I've been randomly harassed by way of anonymous letters sent to the Board of Health, courthouse and community. My name has been dragged through the mud and each time it has been found that I acted appropriately, with no wrong doings. I have been humiliated and I am begging for this to stop. Tomorrow, I have to publicly defend myself against these false accusations with media present. I am a strong person but I'm unsure of how much more of this harassment I can take. I wonder if it would be beneficial to have an onsite County HR professional? *It's also my understanding the previous Administrator experienced this same type of malice...?* I am being treated very unfairly. I am aware there are many close ties within our Health Department employees, individuals on the County Board and Community. I feel at a disadvantage, not knowing many people, and not being from around here. I would like to ask for your support.

Sincerely,

Melissa Storck, RN MBA, Administrator
Fayette County Health Department
416 W Edwards Street
Vandalia, IL 62471
Cell: 248.977.9441
mstorck@fayettehealthdept.org
Keep up with FCHD! [Website](#) | [Facebook](#)



CONFIDENTIALITY NOTICE

The information contained in this communication, including attachments, is privileged and confidential. It is intended only for the exclusive use of the addressee. If the reader of this message is not the intended recipient, or the employee or agent responsible for delivering it to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited if you have received this communication in error please delete it or return it to the sender.

Credit Card Charge	12/25/2020	11/17	Joe's Pizza & Pasta	BOH meal 11/17	Food	6949 VISA-Melissa	1
Credit Card Charge	12/25/2020	11/21	Aldi	coffee creamer	Food	6949 VISA-Melissa	1
Bill	12/25/2020	Inv 292387	3368 Turning Leaf	employee incentives	Employee Incentives	20000 - Accounts Payable	4
Check	01/11/2021	607	R&R Lumber	gift card for K Craig 20 years	Employee Incentives	100.15 - FNB Employee Canteen Fund	4
Credit Card Charge	01/25/2021	12/23	Aldi	flowers, candy K Depew	Employee Incentives	7020 VISA-Melissa	1
Bill	01/25/2021		6061 FCH-D Canteen Fund	reimbursement to Canteen Fund for gift card for	Employee Incentives	20000 - Accounts Payable	1
Credit Card Charge	01/25/2021	12/22	3368 Turning Leaf	flowers J Olsen grandma	Employee Incentives	0953 VISA-Elizabeth	3
Credit Card Charge	01/25/2021	12/16	Gallatin Street Grille	Christmas lunch for staff	Food	0953 VISA-Elizabeth	3
Credit Card Charge	01/25/2021	12/15	Wal-Mart	gift card for essay winner	Employee Incentives	0953 VISA-Elizabeth	1
Credit Card Charge	01/25/2021	12/15	Wal-Mart	gift card for essay winner	Employee Incentives	0953 VISA-Elizabeth	1
Credit Card Charge	01/25/2021	12/15	Wal-Mart	sonic gift card	Employee Incentives	0953 VISA-Elizabeth	1
Credit Card Charge	01/25/2021	12/15	Wal-Mart	sonic gift card	Employee Incentives	0953 VISA-Elizabeth	1
Credit Card Charge	01/25/2021	12/15	Wal-Mart	flowers for J Townsend grandpa	Employee Incentives	0953 VISA-Elizabeth	1
Credit Card Charge	01/25/2021	12/15	Wal-Mart	meal for staff that worked 1/7/21 vaccine clinic	Food	20000 - Accounts Payable	2
Bill	01/25/2021	meal/other exp	3967 Melissa Storck Expense	meal for staff that worked 1/7/21 vaccine clinic	Food	20000 - Accounts Payable	2
Credit Card Charge	01/25/2021	1/8	Cut Loose	appreciation gift card L Wasnuth	Employee Incentives	0953 VISA-Elizabeth	2
Credit Card Charge	01/25/2021	1/8	Radiance	appreciation gift card K Depew	Employee Incentives	0953 VISA-Elizabeth	2
Credit Card Charge	02/11/2021	1/12	Gallatin Street Grille	appreciation lunch L Wasnuth, K Depew	Food	7020 VISA-Melissa	2
Credit Card Charge	02/11/2021	1/29	Allie Mae's Sweetery	(36) \$5 gift cards for Valentines day	Employee Incentives	4881 & 4611 CHASE-KILEY & MB	2
Credit Card Charge	02/11/2021	1/29	3368 Turning Leaf	(36) roses for Valentines Day	Employee Incentives	4881 & 4611 CHASE-KILEY & MB	2
Credit Card Charge	02/11/2021	2/8	Los Amigos	meal for employees after 2/7 vaccine clinic	Food	7020 VISA-Melissa	2
Credit Card Charge	02/18/2021	1/29	Shinjo coffee	Friday coffee	Employee Incentives	0953 VISA-Elizabeth	2
Credit Card Charge	02/18/2021	2/6	Allie Mae's Sweetery	coffee	Food	0953 VISA-Elizabeth	2
Credit Card Charge	02/18/2021	1/26	Gallatin Street Grille	gift cards	Employee Incentives	0953 VISA-Elizabeth	2
Credit Card Charge	02/18/2021	2/10	Pizza Hut	pizza for employees working Wednesday vac	Food	4881 & 4611 CHASE-KILEY & MB	2

More samples of appreciation for employees & recognition

Memoes open on employees on Dec 2020 - Feb

Employee of the Month/Gratitude Board Gift Cards List

Shimoji

Employee	Gift Card #	Date Given
Jessica Dye	1	11/29/2018
Robin Wells	2	11/29/2018
Marica Barringer	3	1/2/2019
Sherry Childress	4	2/6/2019
Elizabeth Washburn	5	2/6/2019
Natosha Brown	6	3/6/2019
Kendra Craig	7	4/2/2019
Katherin Storm	9	6/5/2019
Casey Carroll	8	7/3/2019
Courtney Carrol	10	8/7/2019

More employee recognition

Blind Society

Employee	Gift Card #	Date Given
Kiley Depew	1	6/5/2019
Sue Denning	2	7/3/2019
Julie Opfer	3	8/7/2019
Kelly Curll	4	9/4/2019
?	5	9/4/2019
Elizabeth Washburn	6	10/7/2019 helping with imm
Brianne Randall	7	10/7/2019 helping with imm
Sue Denning	8	10/30/2019 Soup cook off
Beth Riedle	9	12/4/2019
Samantha Osborne	10	12/4/2019
Jodi Smith	11	1/22/2020 \$20 helping move documents to West Shed
Courtney Sarchet	12	1/22/2020 \$20 helping move documents to West Shed
Natosha Brown	13	1/22/2020 \$20 helping move documents to West Shed

Joe's Pizza

Employee	Gift Card #	Date Given
Beth Riedle	1	10/30/2019 Soup Cook off
Jessica Dye	2	10/30/2019 Soup Cook off
Courtney Sapp	3	11/6/2019
Katelyn Ennen	4	2/5/2020
Heather Jackson	5	2/5/2020

Taco Fiesta

Employee	Gift Card #	Date Given
Robin Wells	1	10/28/2019 Safe trick or treating
Julie Opfer	2	11/6/2019
Jennifer Berner	3	12/25/2019 christmas gift-given by Melissa
Casey Carroll	4	1/8/2020
Mackenzie Smith	5	1/22/2020 helping move documents to West Shed

Sonic

Employee	Gift Card #	Date Given
Iris Virden	1	3/4/2020 thank you
Mackenzie Smith	2	3/4/2020
	3	blood drive
	4	blood drive
	5	blood drive

Turning Leaf

Employee	Gift Card #	Date Given
	1	blood drive
	2	blood drive

Laurette Davis 4 7/15/2020 Melissa gave
 Liz Washburn 5 9/10/2020 covering footcare

Hobby Lobby

Employee	Gift Card #	Date Given
Julie Opfer	1	3/4/2020
	2	blood drive
	3	blood drive
	4	blood drive
	5	blood drive

Allie Mae's

Employee	Gift Card #	Date Given
Kendra Craig	1	9/8/2020 PPE storage room
Beth Riedle	2	11/5/2020 helping with covid clinic
Lauren Wasmuth	3	11/17/2020 employee of the month
VPD	4	12/11/2020 helping w/ parking @ testing clinic
	5	

Gallatin Street Grille

Employee	Gift Card #	Date Given
Jenna Townsend	1	8/11/2020 Gratitude
Lacie Donaldson	2	1/21/2021 birthday
Neighbors	3	1/26/2021 Lauren giving
Neighbors	4	1/26/2021 Lauren giving
Neighbors	5	1/26/2021 Lauren giving
	6	
	7	

Country Folk

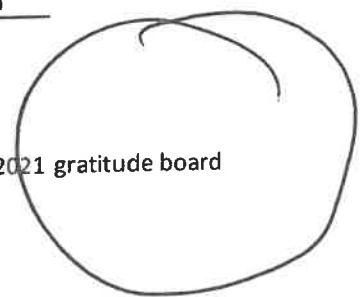
Employee	Gift Card #	Date Given
Laurie Probst	1	8/11/2020 employee of the month
Sam Evans	2	9/8/2020 PPE storage room
Kendra Craig	3	9/15/2020 Gratitude
Kendra Craig	4	9/29/2020 blood drive
Lauren Wasmuth	5	11/5/2020 helping at covid clinic

Turning Leaf

Employee	Gift Card #	Date Given
Kiley Depew	1	12/15/2020 gratitude board
Neighbors	2	1/26/2021 Lauren giving
Neighbors	3	1/26/2021 Lauren giving

Shimoji

Employee	Gift Card #	Date Given
	1	
	2	
	3	
	4	
Beth Riedle	5	2/26/2021 gratitude board



NAME	ITEM	SIZE	COLOR	EMBROIDERY	COMMENTS
Jodi	L-335 Golden Ultra Cotton Tee	large Medium	Black & Gray	Fayette County Health Dept. Logo Fayette County Health Dept. Logo	
Heather	J-327 LW100	Medium Large	Battleship gray Gusty gray coastal blue	Fayette County Health Dept. Logo Fayette County Health Dept. Logo + Heather	
Kiley	J331 / L331 LST650	Adult X1 X1	Ladies true navy	Fayette County Health Dept. Logo Fayette County Health Dept. Logo	
Lauren	J327 2102W L331	large large large	True Black Black Black	Fayette County Health Dept. Logo Fayette County Health Dept. Logo Fayette County Health Dept. Logo	
Katelyn	L787 gildan heavy cotton 100% cotton t shirt 5000	Medium 5000 Medium	gravel gravel	Fayette County Health Dept. Logo Fayette County Health Dept. Logo	
Kendra	L331 LST650	2xl 2xl	Black True Navy	Fayette County Health Dept. Logo Fayette County Health Dept. Logo	

*Leadership
gift - FCHD
bonus \$7,000⁰⁰ year*

Dear
Mica (Blessed
gift from
Heaven) 3-25
I am praying
for you
and
for
you

I know life has
been tough lately.

God is using this season
of endurance to make you
into an even stronger person.
I am praying you feel
His hope today.

Not only that, but we rejoice
in our sufferings, knowing that
suffering produces endurance
and endurance produces character
and character produces hope.
ROMANS 5:3-4 ESV

As we walk with Jesus,
He brings healing
to our souls.
BECKY HASTINGS

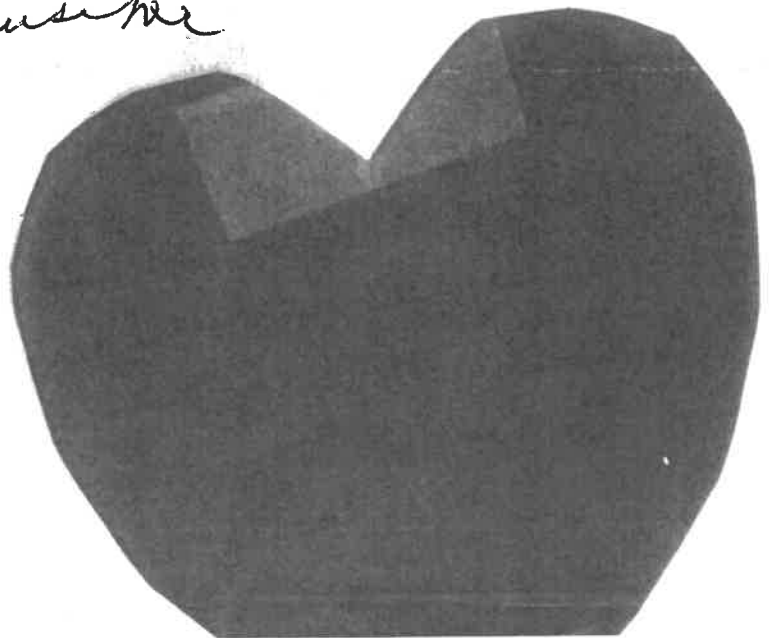


Our compliments and
utmost respect to the
Fayette County Health
Department staff who
gave us our covid shots.

Although, working
outside under freezing
and snowing conditions,
they were ^{very} efficient,
considerate and cheerful
to their patients.

They are truly heroes,
in the war on covid!

Mick + Pat Buscher

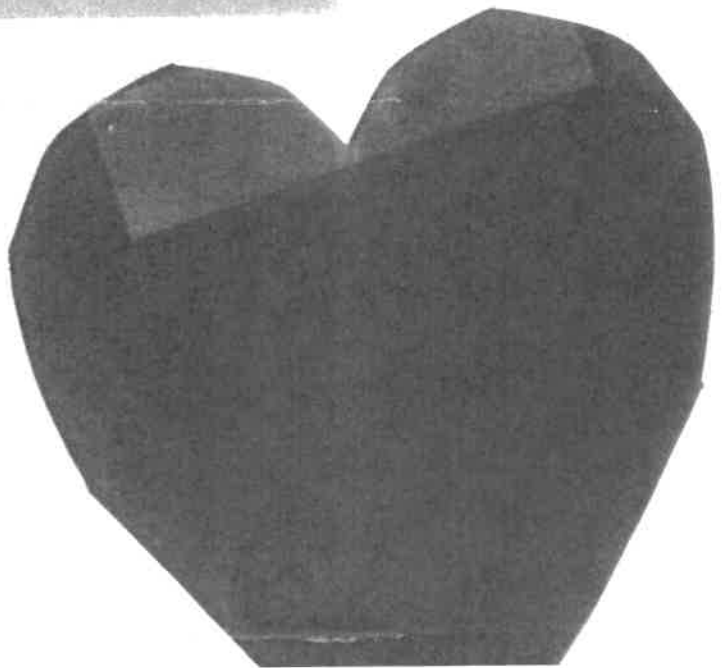


**YOU DO
GOOD STUFF.**

Thanks for that.

Thank You Soo Much
for all that you do. Soo
Blessed to have you in
our lives.

John Blythe &
Diana Tippit



We Are An Amazing Tea

Kudos to FCHD

Editor,
 We would like to extend a hearty congratulations to the Fayette County Health Department.

We were privileged on Wednesday, Jan. 27, to receive our COVID-19 vaccine.

It was a very cold, snowy day, and the personnel of the health department went above and beyond their duties in caring for the Vandalia community.

Our appointment was for 12:15, and upon arrival, we took our place in line. A nurse was standing the middle of the street in the driving snow, handing out registration forms.

From there, we went into the west building, and our registration forms were put on file, and a few questions asked.

Upon being directed to the parking lot (where more brave souls were directing the traffic), we took our designated place, and after a brief wait, received the vaccine.

Upon thanking the nurse for their dedication, she replied, "We are just happy to be able to

Quote from Melissa

do this." Smiles from all (noted, in spite of masks) were in evidence as they went about the business of protecting our community.

The forethought and organization that went into the planning and execution of such a large undertaking are greatly appreciated.

Thank you, Fayette County Health Department. We are so very fortunate to have you here in Vandalia.

**Bill and Bette Stolte
 Vandalia**

Editor,
 Our compliments and utmost respect goes to the Fayette County Health Department staff who gave us our COVID-19 shots.

Although working outside under freezing and snowing conditions, they were very efficient, considerate and cheerful to their patients.

They are truly heroes in the war on COVID.

**Mick and Pat Buscher
 Vandalia**

GETTING THE VACCINE



Esther Stine of Brownstown, left, was first in line to receive a COVID-19 vaccination at the Fayette County Health Department, with Allison Brunk Satterthwaite of the FCHD shot. Photo provided by Sandra Stine

JUST CAN'T THANK YOU
ENOUGH!

Thank you for making my
birthday special. Gps,
I cannot wait to visit Country Folk
with my gift certificate.
So very thoughtful of you!

And thank you so much for the offer
of 4-day work week. This will
really help my family.

Jenni

Thanks so much for the gift
and card. We appreciate all the
thoughts and prayers. All the love
and support from our friends and family
is what helps us get through the
really tough days.

Thank You,

The Higgins Family

Thank you Melissa for
Always encouraging us to
be the best versions of
~~ourselves~~ ourselves.

Thanks Melissa
for helping out
with flu shots
on Fri

Thank
you Melissa
for encouraging
all of us to
work on ourselves
on our own journeys
to our own goals

Thanks to Liz &
Melissa for helping
with Public
Health on 10/10!!

Thank you
Melissa for
being a
strong leader!

You're doing a great
job! Keep your
chin up!

Thank you
Melissa for
giving us 1 year
of awesome
Leadership! Here's
to many more
♡

Thank you Melissa for
being patient with us all
while we try to ~~go~~ figure
things out and work towards
growing the health department.

Thank you Melissa for
advocating for: more
Community outreach!
You truly are a beacon
of light in our community.

Thanks for bringing
caramel apples,
Melissa!

Thank you Melissa
for supporting us
all and being open
to suggestions & change

To Whom it may concern,

Hats off to the team
who organized and
implemented the Covid-19
vaccination Jan 9th!

Everything was extremely
well organized and the
team did a great job!

Your efforts are greatly
appreciated!

Sincerely,

Lyathia Spencer

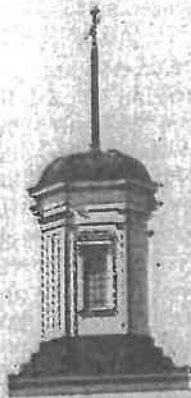
Dec 2020
I would like to thank each and everyone of you for your hard work and dedication. Together, we make a difference.

- newspaper*
ed purchase
- NATOSHA BROWN, CASEY CARROLL, KASEY CAUBLE,
 - KENDRA CRAIG, MELINDA S DENNING, KILEY DEPEW,
 - JESSICA DYE, KATELYN ENNEN, SAMANTHA EVANS,
 - TINA HUNTER, HEATHER JACKSON, SHELBY KLEINIK,
 - KELLY MILLER, JULIA OLSEN, LYNETTE ORECHOVESKEY,
 - SAMANTHA OSBORNE, KERRI PATTERSON,
 - LAURIE PROBST, BRIANNE RANDALL, BETH RIEDLE,
 - COURTNEY SAPP, COURTNEY SARCHET, LISA SARCHET,
 - ALLISON SATTERTHWAITTE, JODI SMITH, MACKENZIE SMIT
 - SHAYLA STOCK, KATHERIN STORM, MEGAN THIERRY,
 - AUBREY THOMAS, JENNA TOWNSEND, LIZ WASHBURN,
 - LAUREN WASMUTH, ROBIN WELLS

**Striving to be the best place to work in Fayette County
helping as many people as we can.**

EVCHS golfers have a season for the ages

Leader Union



Me working the front lines during the entire Pandemic

Vandalia, Fayette County, Illinois 62471

12 Pages 75 Cents - Thursday, December

Another COVID-19 plea



Photo by Rich Bauer

County board reorganize

Waggoner, Harris elected to leadership positions

By **RICH BAUER**
Editor

rbauer@leaderunion.com

The Fayette County Board welcomed new members and established new leadership on Tuesday. But the county is still looking for some vacancies on the board.

Sworn into office by Fayette County Recorder Jessica Barker were new members (R) in District 2, Larry Emerick (D) (four years) in District 3, D (R) in District 4 and Ashley Towler (D) in District 7.

Taking the oath of office again were two board members who were re-elected in November: Jennifer Waggoner (R) in District 1 and Glenda Bartels (R) in District 7.

Other members of the board are Jacob Harris (R) in District 1, Merrell Collins (R) in District 2, Debra Warner (R) in District 4, Keith Cole (R) in District 5, Glenn Gurtner (R) in District 6 and Joe Wills (R) in District 7.

After the November election, the

Feb 9, 2021, 4:24 PM

Saw your post about part of your job being to help us reach our full potential. I am so very thankful to have a leader with this mindset. It is so refreshing. I just wanted to drop you a note, as well,

[REDACTED]



facebook
message from
employee



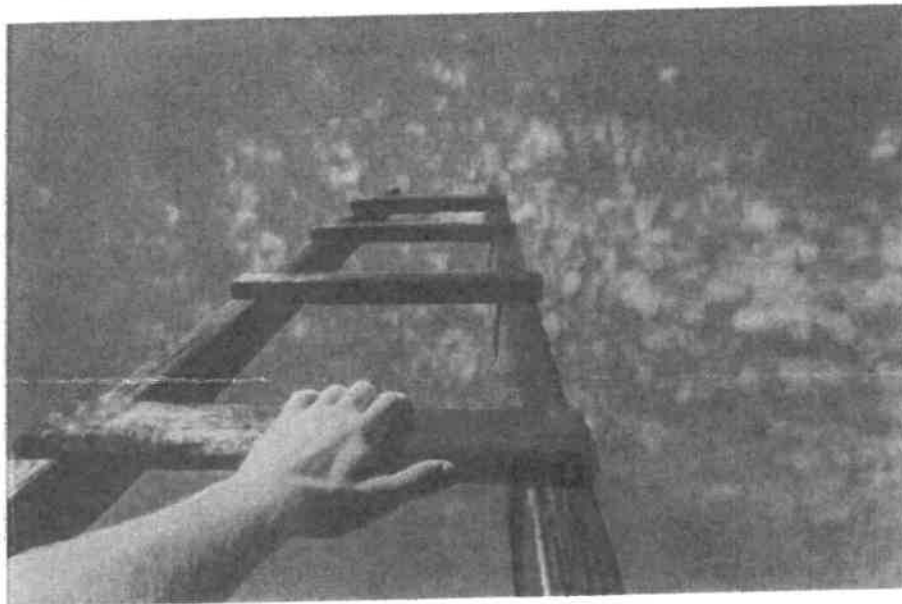
FCHD Staff

Write a comment...



Melissa Kozinski Admin · February 9 · 🌍

Remember- part of my job is to help you reach your full potential. If I didn't think you were capable, I wouldn't ask you. Growing pains hurt but if you continue to work hard, I promise you'll be prosperous in the end, in more ways than one. 🙌



👍❤️ 11

1 Comment Seen by 35

👍 Like

💬 Comment

All Comments ▼

Lacie Little Donaldson I love this and you are 100% right.

GREAT

Me on FCHR Staff page

About

This is When Thank

🔒 P
O
ar

👁️ V
Ar

📄 W

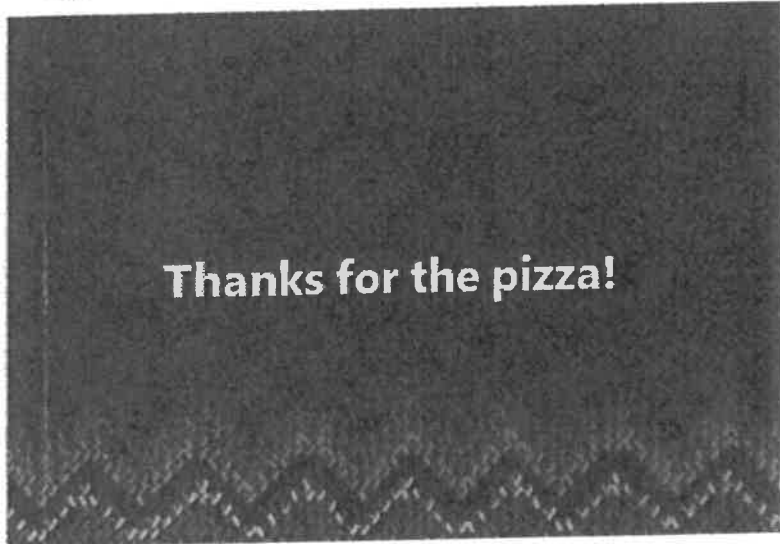
Recer





FCHD Staff

Courtney Sapp
February 10 · 🌞



👍❤️ 9

6 Comments Seen by 36

👍 Like

💬 Comment

View 4 more comments

All Comments ▼

Melissa Kozinski Admin
Thank you all for another day braving the cold.
👍🐾 2
Like · Reply · 6w

Laurie Probst
Special thanks to Julie for covering me. I don't take cold very well but was willing to do my best and she asked if I wanted to trade. 🌞 I can handle heat so I'll take all the 90 degree days... Thanks again, Julie!
👍👍 2
Like · Reply · 6w

Write a comment... 🗨️ 😊 📷 📺 🗣️

Heather Calhoun-Jackson ...

About

This is When Thank

🔒 Pr Or an

👁 Vi Ar

🗨 W

Recer





FCHD Staff

Write a comment...



Tina Nelson Hunter February 11 · 🌐

Thank you for the flower and gift card! 🍷



About

This is
When
Thank

🔒 P
C
a

👁️ V
A

🗂️ V

Rece





FCHD Staff

her hands have benefitted many. We admire you Laurette Davis. Here is the story submitted in her honor:

Melissa Storck nominated Laurette Davis:

Dear Debby,
I would like to please nominate, Laurette Davis, Fayette County Health Department, cleaning woman, also known as our "Domestic Goddess" a nickname well earned!
She helps keep us safe and free of germs here at the health department, by keeping our building spic and span, so we may care for others. (Seriously, spic and span! This place sparkles and smells amazing when she's done!)
We all know this type of work can literally be back breaking, but she comes every week with the most positive, friendly, warm and caring attitude. Anyone who crosses her path is sure to smile. If anyone deserves a day of head to toe pampering, it's Laurette!
Please help me honor her and award her the Admirable Woman of 2020 award!
Sincerely,

Melissa Storck & entire Fayette County Health Department Team
Laurette we will contact you about receiving your gifts!
Congratulations!!! You are a gift to many.

20

8 Comments Seen by 36

Like

Comment

View 6 more comments

All Comments

Beth Riedle
Congratulations! Well deserved
Like · Reply · 5w

Laurette Haslett Davis
"Thank you" for acknowledging my hard behind the scenes work these past months. I had no idea that I had been nominated for this award! This come to me as a complete surprise! I love my job & all of you awesome ladies!
Love Reply 5w

Write a comment...



Here's a team building exercise - I introduced to the Team - requesting they each nominate one another - sadly no one did it - but me.



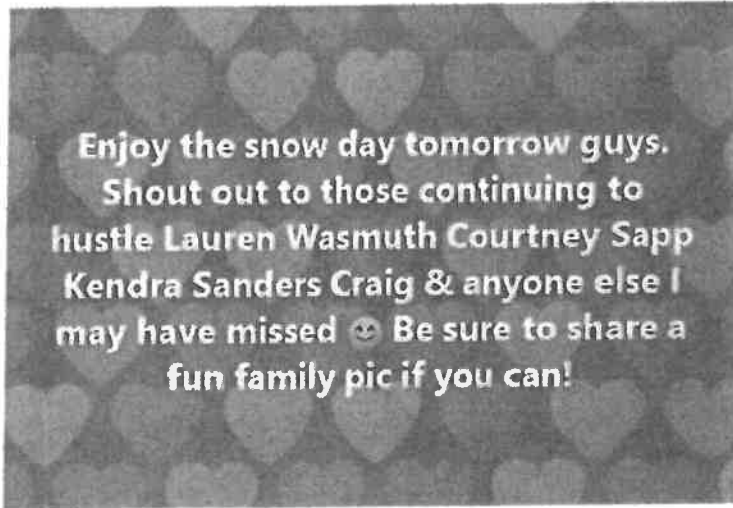


FCHD Staff



Melissa Kozinski

Admin · February 15 · 🌐



👍 8

53 Comments Seen by 36



[View 18 more comments](#)

[All Comments](#) ▼



Laurie Probst

I'm searching Amazon for a plow that mounts to a Camaro. Any recommendations? 🤔

👍 3

Like · Reply · 5w

↳ [View 1 more reply](#)



Laurie Probst

Melissa Kozinski, I'll start training Corkie as soon as I thaw out a little. 🐾

👍 3

Like · Reply · 5w

↳ [View 1 more reply](#)



Kerri Lynn Patterson

Hot chocolate 🍫

About

This is a cl
When you
Thank you

🔒 **Private**
Only I
and w

👁️ **Visible**
Anyor

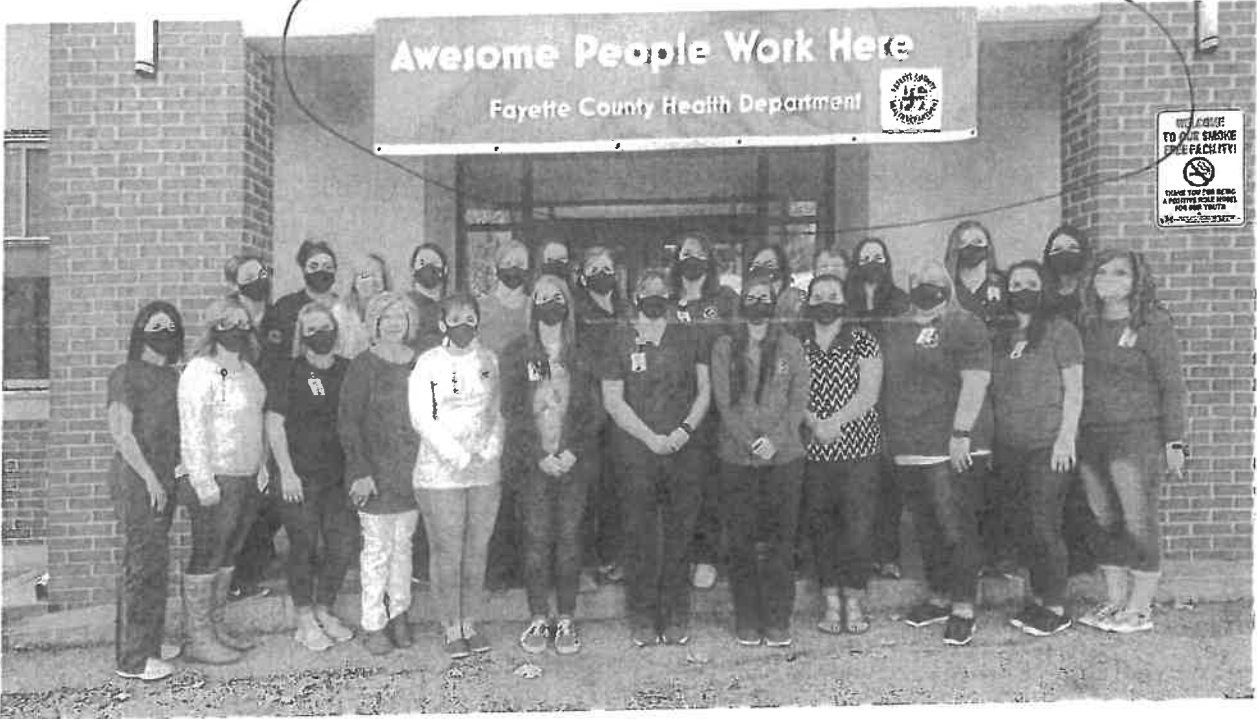
🏢 **Work**

Recent n



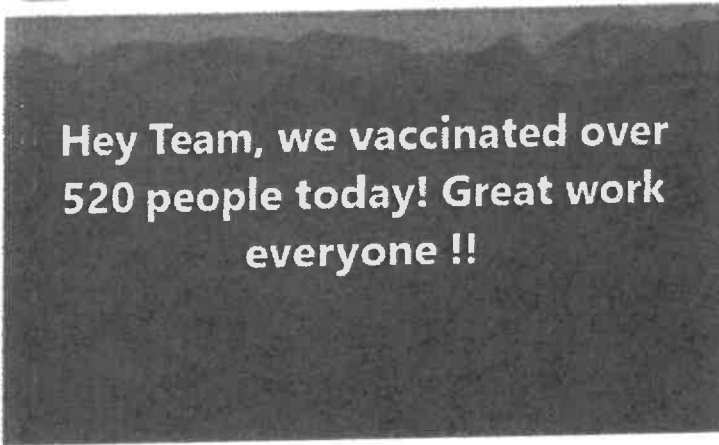
sign purchased

*Because of
gives
feel-
w!*





FCHD Staff



21

2 Comments Seen by everyone

Like

Comment

All Comments



Samantha Osborne
Great job all!

Like · Reply · 4w 1



Melissa Kozinski Admin



Like · Reply · 4w 1



Write a comment...

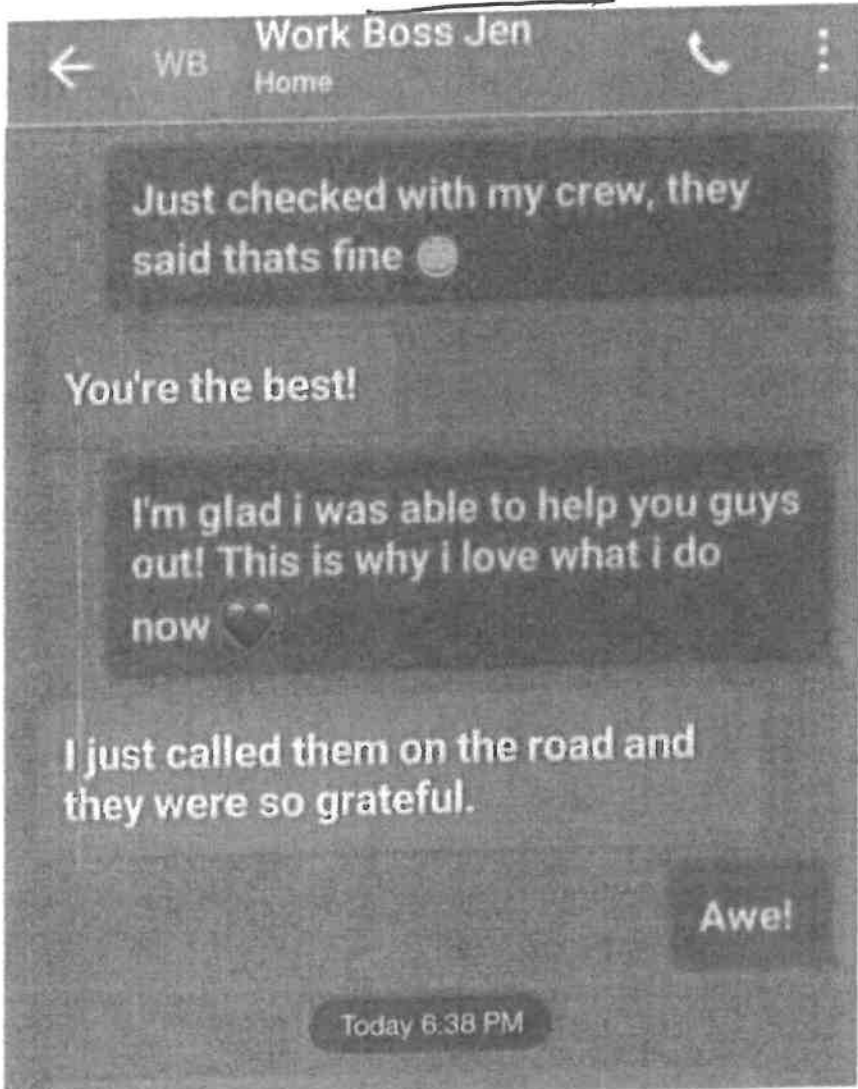




FCHD Staff

Julia O-Ison
March 16 at 8:31 AM

I wanted to share with the team the feedback I got from my favorite former boss. Her son and his gf hurried over from Edwardsville yesterday when we opened it up.....they are a very close nit family but since COVID hit haven't been able to get together. Now they have less risk for family game night! Thank you team! ❤️



I've been able to hire new employees & set a new precedent re team work

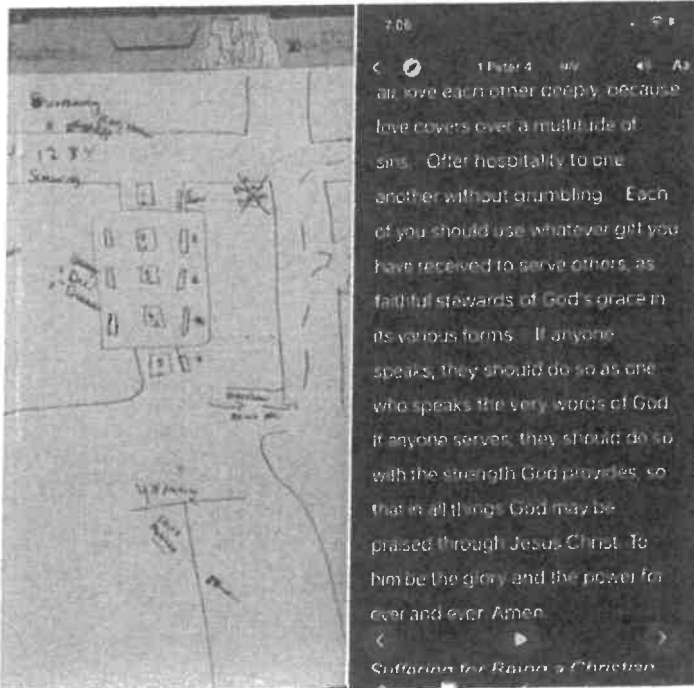


FCHD Staff

Write a comment...     

Melissa Kozinski
Admin · March 15 at 7:22 AM · 🌐

Courtney Sapps process map 🗺️ & today's prayer. Today will be our best work yet. Be a good teammate and help wherever you can. 🙏



Lacie Little Donaldson and 2 others 1 Comment Seen by 36

 Like

 Comment

All Comments ▼

Julia O-Ison
Love all of it! It's going to be a good day! 🥰❤️

About

This is When! Thank

 Pr Or an

 Vi An

 W

Recen





FCHD Staff

Courtney Sapp
Shayla Stock good deal!
Like · Reply · 1w 1

Write a comment... [emojis]

Melissa Kozinski shared a link.
Admin · March 16 at 3:44 PM ·

Remember tomorrows St. Patty's Day, so wear your green and don't be a square! Party in classroom, lunch provided at 12:30 pm by Gallatin Grille.



GIPHY

9

1 Comment Seen by 37

Like

Comment

All Comments

Shayla Stock
Enjoy all!!
Like Reply · 1w

Write a comment... [emojis]

Abc

This
Whe
Tha



Rec

*St. Patty's
Day
Party*





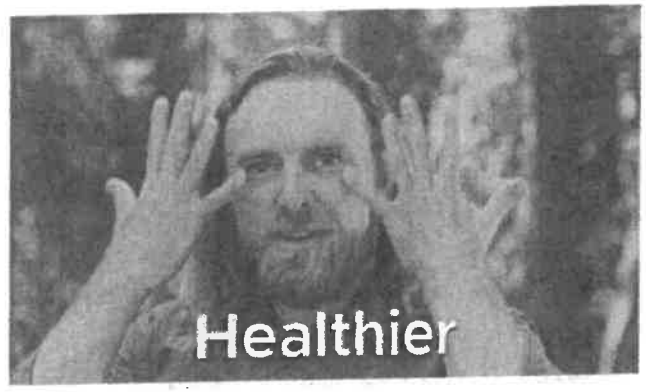
FCHD Staff

Like Reply · 4w 1

Write a comment...

Melissa Kozinski shared a link. Admin · February 24 · 🌐

Yours truly will be serving up organic smoothies in the kitchen today before clinic, 9 ish



TENOR

6 8 Comments Seen by 37

Like Comment

View 5 more comments All Comments ▾

Laurette Haslett Davis
That's awesome!
Like · Reply · 4w 1

Casey Carroll Admin
They were good, thank you!
Like · Reply · 4w 1

Write a comment...





FCHD Staff

Write a comment...

Melissa Kozinski shared a link. Admin · February 27 at 7:29 AM ·

Rise & SHINE Team, it's going to be another beautiful day. Hope you plan to do something special with your friends & family. (Shout out to my on call nurse!) As for me, I'll be writing for grants provided by FNB private trusts & I could use YOUR input.

How could we use additional funding to provide better care for our community OR help us operate more efficiently (in turn allowing us to better care for the community)?

For ex.

- host a health fair & provide free services including labs, BP screenings, glucose monitoring etc.
- provide free labs to the public with a specific set budget amount
- Is there a tangible item that is needed so we can operate more efficiently or provide better care?
- safety issues? (I plan to write for our new security camera system)

Last year we were provided money to upgrade our IT system & for timekeeping (unfortunately, still work in progress).

Heres a link about the grants if you're interested in learning more: <https://www.thefnb.com/trust/foundations-grant-requests>

Side note, I see FNB website is provided by Maple Grove Digital Marketing. This is who we contracted with to re-design our website. Leadership & Casey please continue to make this a priority if you haven't already. This is really important & will represent us to the masses. I hope you make use of this opportunity to better your department.

Thank you!

Abc

This
Whe
Thar



Reci



The FNB

Community Bank





FCHD Staff

Write a comment... [emojis]

Kendra Sanders Craig March 1 at 7:20 PM

...You all know I've been here 20 years and I wouldn't want to work anywhere else. You are my co workers, my friends and my 2nd family. Thank you for being you.

17 1 Comment Seen by 37

Love Comment All Comments

Lauren Wasmuth

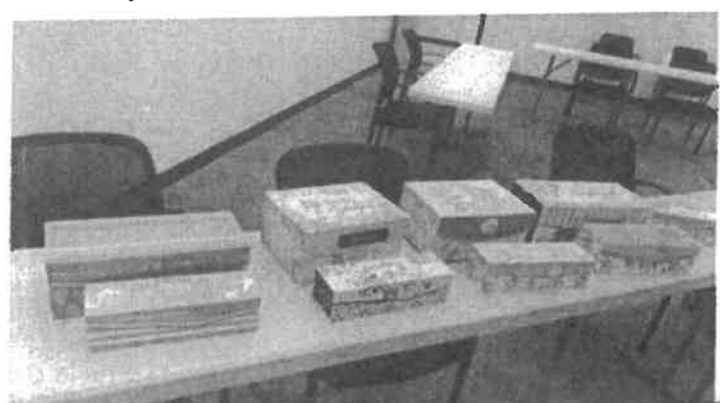


Like · Reply · 3w

Write a comment... [emojis]

Melissa Kozinski Admin · March 1 at 9:30 AM

Happy Monday, Spring is in the air! I don't know about you but I love spring cleaning. I purchased a few cute storage boxes for us, feel free to use for your office here or at home - take one if you'd like!



About

This is a When yc Thank yc

Priv Only and

Visil Anyc

Woi

Recent



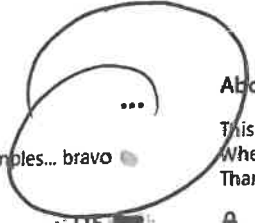


FCHD Staff



Melissa Kozinski
Admin · March 16 at 7:32 PM · 🌐

Thanks to you guys, I could post countless more examples... bravo



7:30



Casey Carroll
4h · 🌐

This is where me and Lloyd went yesterday and got vaccinated.
They were very well organized and done a great job.



Fayette County Health Department 👍

Posted by Casey Carroll
5h · 🌐

COVID VACCINE CLINIC

We have a LOT of openings still avai... See More



About

This is a c
When you
Thank you

🔒 **Private**
Only I
and w

👁️ **Visible**
Anyone

🌐 **World**

Recent n





FCHD Staff



Melissa Kozinski shared a link.
Admin · March 3 at 7:08 AM · 🌐

This, this right here is who who we are. Today, find someone with a greater burden than yours and assist them; you will feel the wisdom of God exemplified through you.



BIBLE.COM

www.bible.com

Bring the beauty and truth of the Bible into everyday life. With the YouVersion Bible App, you can read, watch, listen, and share on your...



Courtney Sapp, Laurette Haslett Davis and 3 others · Seen by 36



Like



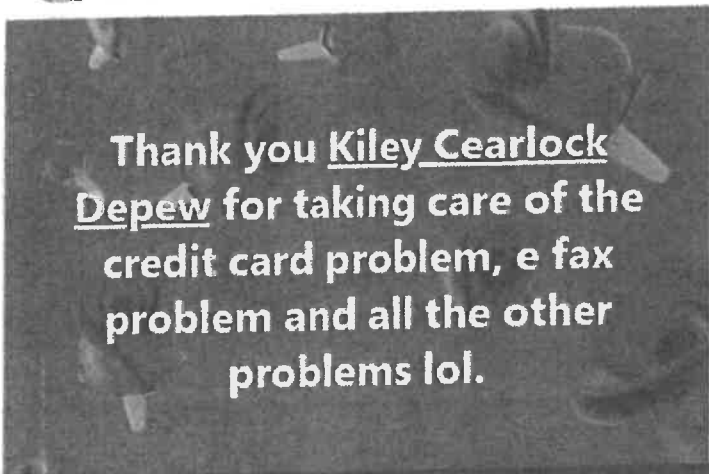
Comment



Write a comment...



Melissa Kozinski
Admin · March 2 at 5:21 PM · 🌐





FCHD Staff



Casey Carroll

Admin · March 1 at 11:00 AM · 🌐

It's March 1st!!! And I love March! It's my birthday month (we can skip this year though), the month of St. Patrick's Day (one of my favorite holidays because I'm heavy on the Irish), Springtime starts, AND it has a bunch of fun, random holidays that I can totally get on board with. Next week is both National Bubble Week AND Crochet Week! Two of my favorite things!!!!

But today, March 1st, is National Compliment Day! ...And Peanut Butter Lover's Day, which Melissa took care of with peanut butter smoothies, and it's Plan a Solo Vacation Day, which Beth has already taken care of, so let's do National Compliment Day! Today I challenge you to compliment 3 different coworkers with genuine compliments. Say it to their face or leave them a note or tag them in the comments with a compliment!

encourage fun

About

This is When Thank

🔒 P O ar

👁 V A!

🗨 W

You have such a generous spirit

👩
love that dress

YOU HAVE A PRETTY SMILE

Happy

Compliment

Great Job! **Day!**

You inspire me

YOU ROCKED TODAY

Thank you for always being my best friend

YOU should be a model

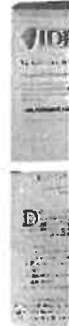
Nice Shoes

CUTE OUTFIT!



YOU'RE A STAR

Recei

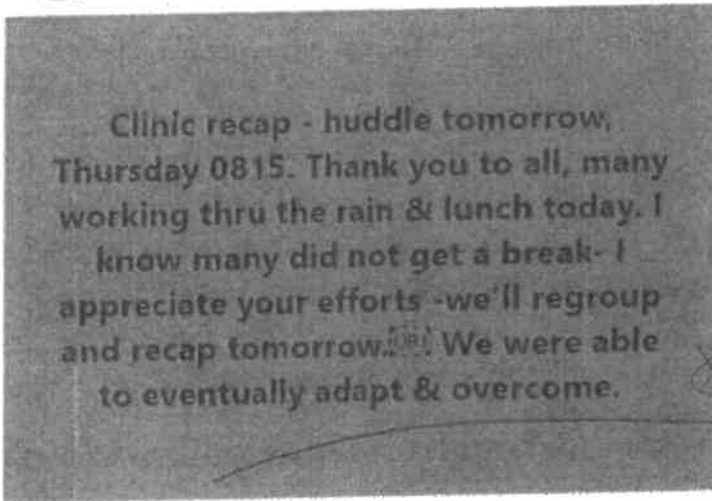




FCHD Staff

Write a comment...

Melissa Kozinski Admin · March 17 at 4:17 PM ·



3

2 Comments Seen by everyone

Like

Comment

All Comments ▾

Heather Calhoun-Jackson Admin
Is this for all staff or just clinic staff?

Like Reply · 1w

↳ **Melissa Kozinski** replied · 1 Reply



FCHD Staff



Melissa Kozinski

Admin · March 5 at 8:06 AM · 🌐

Sending some love & good vibes to our home health peeps. ❤️❤️❤️
Mackenzie thank you for giving me my shot yesterday. You did a wonderful job and made me feel better. You're going to make such a great nurse. 🙌 Lisa Marie you're a natural nurse instructor!

Side note: how cool would it be to have an internal training program for nursing students where you could draw blood or give shots on actual clients under nursing supervision. Allowing you to gain experience and have a head start well above your nursing peers. Something I'll look into 🙌

We need to work on all FCHD nurses being capable, able & confident with lab draws.

👍❤️ 10

12 Comments Seen by everyone

👍 Like

💬 Comment

[View 3 more comments](#)

All Comments ▾



Melissa Kozinski Admin

Real life experience + repetition = confidence

Like · Reply · 2w

➔ View 2 more replies



Lacie Little Donaldson

Kerri Lynn Patterson and you did a great job

Like · Reply · 2w

👍 1



Elizabeth Washburn

Lab draws is something I wish I would have learned in nursing school

Like · Reply · 2w

👍 1

[View 2 more comments](#)



Write a comment...



Ab

This
Wh
Tha



Rec





FCHD Staff

weekends are my hardest: I can do OK during the week but then I struggle with watching what I eat on the weekends. Hoping to curb this habit some with this challenge

Like · Reply · 2w



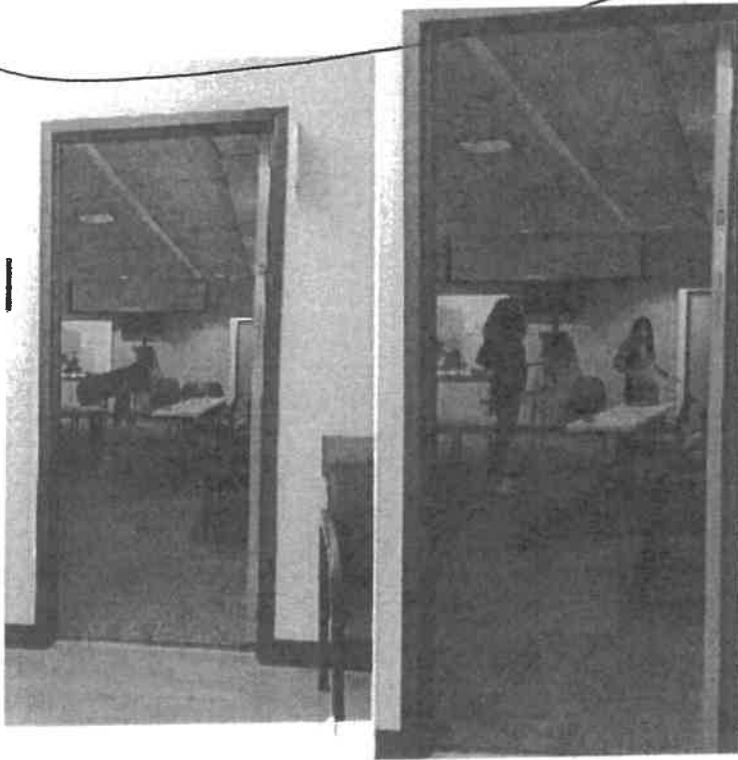
Write a comment...



Julia O-Ison

March 5 at 12:16 PM · 🌐

Fridays are for FUN! Hula Hoop Challenge 🎉



👍👍 9

5 Comments Seen by 36

😂 Haha

💬 Comment

About

This is a cl...
When you
Thank you

🔒 **Privat**
Only r
and w

👁 **Visibl**
Anyor

🏢 **Work**

Recent m





FCHD Staff

Write a comment...

Melissa Kozinski Admin · March 17 at 7:52 AM ·

Good morning COVID task force Team:
- remember the line should never stop moving, if there is a bottleneck it must be investigated right away. Problem solved.
-don't skimp on prep & clean up... See More



4

Seen by everyone

About

This is a clos
When you're
Thank you!

Private
Only me
and whe

Visible
Anyone

Work C

Recent me

