



# Resource

## update

VOLUME 8 | ISSUE 3  
MAY 2011

SERVING OUR MEMBERS CITIES, COUNTIES, GOVERNMENTAL AGENCIES & NONPROFITS

BRINGING COMMUNITIES TOGETHER TO CREATE POSITIVE CHANGE

9.26.11

# BULLYING

## BREAKING THE CYCLE OF VIOLENCE

THE BULLY, THE BULLIED AND THE BYSTANDER  
6:30 - 8:30 P.M. • ST. CLOUD CIVIC CENTER

Bullying. It's in the news. It's in our schools. It's in our communities. Most of us have memories of being bullied by someone in school - maybe we even think it's a right of passage or a part of growing up. With the increase of social networks and the use of technology, bullying has become a growing problem. Not just in schools. Not just with kids. With all of us.

Resource Training & Solutions has partnered with the St. Cloud Diocese and are hosting an event to address the issue of bullying in September. We are excited to bring Barbara Coloroso, a nationally known author, to St Cloud to speak to our region's communities. We are hoping to reach out to parents, students, businesses and organizations to address this growing topic of concern.

Breaking the cycle of violence in our homes, schools and communities involves more than merely identifying and stopping the bully. It requires that we examine the why and the how someone becomes a bully or the target of a bully (and sometimes both) as well as the role the bystanders play in perpetuating the cycle.

It is easy to point fingers; place blame; fortress our schools; push zero-tolerance plans; mandate a bully awareness week; stiffen penalties for bullying; or simply ignore the problem and hope it will go away. It is more difficult and necessary that we as individuals, families, and entire communities create a safe harbor for all of our children. No easy task; no simple answers.

Extreme gratitude goes out to the communities/organizations which have come forward willing to lead in breaking the cycle of violence in our communities. Our committee is witnessing great things happening - organizations/businesses coming together for the good of our communities. We hope this coming together continues, and efforts to stop Bullying in our community also continues. If you or your organization would like to join our efforts, please contact Peg Imholte or Tammy Biery.



INSIDE THIS ISSUE: THE JOYS OF GARDENING. THE LATEST IN POLICE VEHICLES.

**Resource**  
Training & Solutions  
A Minnesota Service Cooperative

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## SUNSHADES



Sports and Athletic Facilities, Stadiums and Amphitheaters, Hotels and Resorts, Retail and Community Centers and much more. To find out more, visit <http://midwestplayscapes.com/sunshades-vw.html>

**COOPERATIVE PURCHASING**  
Providing shade has become an increasingly vital issue throughout the United States due to ever changing and indeterminate weather conditions as well as the increasing awareness of skin cancer caused by the harmful Ultra-Violet rays from sunlight. Sun Ports' cost-effective and aesthetically appealing fabric shade structures are used to shade Parks & Playgrounds, Schools and Daycare Centers, Auto Dealerships, Pools and Waterparks,

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# CALENDAR OF EVENTS



## June

8531	Becoming a Love and Logic Parent.....	6/4
8355	Winning with Words...Sharing the Power .....	6/6
8516	SMART® Board Level 2 (MAC & PC).....	6/14
8535	Geocaching: Catch the Craze.....	6/16
8517	SMART® Board Level 1 (MAC & PC).....	6/22
8567	Productivity Applications (Evernote and Dropbox).....	6/24
8518	SMART® Lesson Activity Toolkit.....	6/29

## July

Wellness Coordinator Training.....	7/27
Wellness Forum .....	7/27

## August

8519	SMART® Board Level 1 (MAC & PC).....	8/4
8520	SMART® Lesson Activity Toolkit.....	8/10
8521	SMART® Board Level 1 (MAC & PC).....	8/18
8522	SMART® Board Level 2 (MAC & PC).....	8/23

DON'T MISS EXCITING HAPPENINGS,  
CLASSES, TRAINING AND FORUMS THAT  
WILL BRING YOU TO THE NEXT LEVEL!

For more events,  
information or registration:  
[www.resourcetraining.com](http://www.resourcetraining.com)

**(320) 255-3236**  
**(888) 447-7032**

**OFFICE HOURS**  
Monday-Friday  
8:00am-5:00pm

**SEND ADDRESS  
CHANGES TO:**

**Resource Training & Solutions**  
4150 2nd Street South,  
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**Fax: (320) 255-2998**

[info@resourcetraining.com](mailto:info@resourcetraining.com)



# *from the* **EXECUTIVE DIRECTOR**

Robert C. Cavanna, Ed. D.

## **JUNE IS WELLNESS MONTH. WHAT SMALL STEPS CAN YOUR ORGANIZATION TAKE TO STAY HEALTHY?**

I want to focus this issue on Wellness. Did you know that June is Wellness Month? We have been working with you in the Wellness area since 1995. In fact, we've given many wellness grants each year to your organization as an additional benefit of membership and your participation in our health insurance program.

We have been working with some of you in a pilot program involving walking and tracking your steps with pedometers. For over a year now, a number of cities and counties have been participating in this program with us. Those organizations are: City of St. Cloud, City of Sauk Centre, Employee Enterprises, Stearns County and Kanabec County.

Virgin Health Miles provides employee health programs to get people active. Virgin Health Miles excels in getting members engaged and active in the process of getting healthy so they can make measurable changes to their health. This is the company we have partnered with to bring you this pilot program.

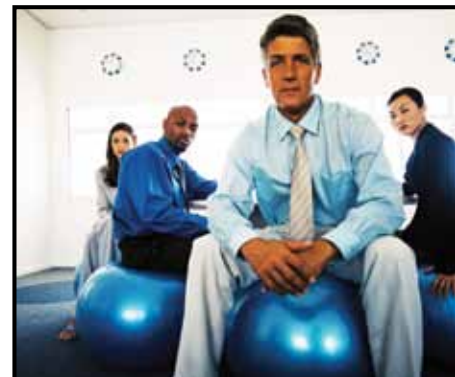
Crow Wing County recently participated in a Biometrics Program. Participants had a health coach and took part in a medical check-up as it related to weight, body mass index and total cholesterol.

Forward thinking organizations across the United States are taking action to control rising health care costs and are focusing on prevention as one of the best strategies to counter the trend. Is your organization actively participating in our Wellness programs? I know that some of you have a tiny number of employees but if you could just begin by trying to drink more water every day and to walk during your lunchtime, these small things will go a long way to keeping you healthy and your insurance premiums down.

If you'd like more information about how we can help you with a wellness program for your site, contact Peggy Imholte or Martha Roth on our toll free member number (888) 447-7032. You'll be given ideas and the technical assistance needed to get a wellness program in place.

Best wishes for a healthy spring!

Rob Cavanna, Ed. D.  
Executive Director



## **WORKPLACE WELLNESS TIPS**

### **TAKE A WALK**

- Take a 15-minute walk on your break, or a long walk at lunch.
- Walk to a lunch spot instead of driving.
- Get co-workers to commit to walking with you every day.
- Look for indoor locations like a hallway or staircase when the weather outside is bad.
- Keep a pair of walking shoes at your desk.
- Skip the elevator and take the steps.

### **EAT TO LIVE**

- Encourage your employer to install vending machines with healthy foods.
- Bring healthy snacks like fruit to work instead of eating from a vending machine.
- Drink water or sugar-free drinks instead of regular soft drinks.

SOURCE: [http://hubpages.com/hub/fitness\\_and\\_wellness](http://hubpages.com/hub/fitness_and_wellness)

# ACHIEVE ROCKSTAR PARENTING STATUS!

## Becoming a Love and Logic® Parent

**Saturday, June 4, 2011 (8531)**

9:00 a.m.- 4:00 p.m.

\$45.00/person • \$65/two people

Learn simple, low stress communication techniques that are effective with children from toddlers to teens.

- Raise your odds of success by learning how to avoid power struggles
- Guide your children to solve their own problems
- Learn communication strategies
- Model and teach responsibility

Learn how to raise your children without raising the roof!

## Winning with Words...Sharing the Power

**Monday, June 6, 2011 (8355)**

6:30-8:00 p.m.

\$15.00/person • \$25/two people

Learn simple, low-stress communication techniques that are effective with children from toddlers to teens. Practice communication strategies. Figure out how to raise your children without raising the roof!

## Becoming a Love and Logic® Parent

**September 19, 2011 (8635)**

1:00 p.m.- 9:00 p.m.

\$45.00/person registered

\$50/person at the door

\$65.00/two people registered

\$75/two people at the door

## Breaking the Cycle of Violence: The Bully, the Bullied and the Bystander

**September 26, 2011 (8355)**

6:30-8:30 p.m.

St. Cloud Civic Center, St. Cloud, Minnesota

\$5 in Advance or \$10 at the Door

Breaking the cycle of violence involves more than identifying and stopping the bully. Come to this evening event to learn how to:

- Examine why and how a child becomes a bully and/or the target
- Discover the role the bystanders play
- Realize the deadly combination of a bully, a bullied child, and the bystanders and adults who see bullying as teasing, not tormenting
- Use the tools needed to handle conflicts without violence

Visit [www.resourcetraining.com](http://www.resourcetraining.com) to register or for class descriptions, details, and additional classes.

# [ COOPERATIVE PURCHASING ]

## TAKE HEART CENTRAL MINNESOTA

By Tammy Biery, Director of Administrative Services



FOR EVERY MINUTE THAT PASSES BEFORE THE AMBULANCE ARRIVES, THE CHANCE FOR SURVIVAL DROPS ABOUT 10%.

Resource has received a number of calls from members recently asking if we have information on how to select an AED and if we have a vendor who carries them through our Cooperative Purchasing program. We worked with Take Heart America™ to get the information members have been requesting.

**Take Heart America™ (THA)** is a program that takes a community-wide, systems-based approach to sudden cardiac arrest (SCA) resuscitation. It includes simultaneous implementation of the most highly recommended aspects of the 2005 American Heart Association Guidelines to more than double neurologically-intact survival for all patients with an out-of-hospital SCA. THA is one of the first programs to take a community-based, multi-faceted approach to saving patients of SCA by combining multiple resuscitation interventions with a public health education campaign.

Take Heart began as a demonstration project started in December 2005 and designed to show how cardiac arrest survival rates in America's cities can be significantly increased. Four sites were selected to deploy state-of-the-art resuscitation science strategies: Columbus, OH; Austin, TX; and in St. Cloud and Anoka County, MN. From analyses of data from the St. Cloud and Anoka County sites, results confirm that implementation of the systems-based approach does indeed increase survivability from sudden cardiac arrest: from 8.4% to 19%. Central MN has also benefited because the St. Cloud Hospital has 3 cooling devices to help prevent neurological damage from SCA. Only 26% of the hospitals in the U.S. offer therapeutic hypothermia.

Take Heart St. Cloud is pleased to offer assistance to communities and organizations that are participating in the goals of Take Heart Minnesota. Take Heart has garnered special pricing to help your organization place AEDs where people live, work and play. To be eligible for this special pricing, each organization must meet the following criteria:

1. Have a Take Heart Champion to manage the AED
2. Have a physician to oversee your AED program and training (this can be the same physician that oversees the local EMS or a physician member of your organization)
3. Have a local EMS/Fire agency assist in the placement of your AED
4. Register with the National AED Registry (<https://www.nationalaedregistry.com>) to assist with upkeep of your unit

CPR training is strongly encouraged because while someone is running to get the AED, CPR can be started which increases the chance for survival and better neurological outcomes. **For every minute that passes before the ambulance arrives, the chance for survival drops about 10%.**

Take Heart St. Cloud can provide a free training to learn how to do CPR and how to use the AED. The training can be completed in an hour, however, the trainers are sudden cardiac arrest survivors and they always get a lot of questions. They make quite an impact with their knowledge, humor, and the fact that they are alive thanks to a bystander who performed CPR on them. **To learn more about this program, visit [takeheartmn.org](http://takeheartmn.org).**

# RIDE N DRIVE

## THE LATEST IN POLICE VEHICLES

By Anthony Farag, Sales Specialist & Trainer

SEPTEMBER 29 - SEPTEMBER 30, 2011 ST. CLOUD



Nelson Auto of Fergus Falls in cooperation with the MN Highway Safety and Research Center will be conducting a Ride N Drive featuring the newest police vehicles on the market. This event is for police officers and will be held at the Minnesota Highway Safety & Research Center Advanced Driving course (MHSRC) at St. Cloud State University.

The Ride N Drive will take place September 29 and September 30, 2011. Vehicles will include the Dodge Charger, Chevy Caprice PPV, Chevy Tahoe 2 wheel drive PPV, Chevy Tahoe 4wd service vehicle. A prototype of the Ford Interceptor Police Utility Vehicle will also be available for inspection. Models of the Dodge Durango and Ford Expedition will also be on hand. The manufacturing reps from Chrysler, GM and Ford are excited to gather input based on your impressions. Your representative from Resource Training & Solutions and Nelson auto will also be available.

For more information or to register, contact: Anthony Farag at Resource Training & Solutions, (888) 447-7032 or [afarag@resourcetraining.com](mailto:afarag@resourcetraining.com)

Gerry Worner from Nelson Auto Gerry Worner at (888) 458-8460 toll free, 218-998-8866 [gerryworner@nelsondodgegmc.com](mailto:gerryworner@nelsondodgegmc.com)

### ABOUT THE MN HIGHWAY SAFETY AND RESEARCH CENTER:

The uniquely designed 3 miles of paved and 2.5 miles of gravel track is located on 160 acres, southeast of St. Cloud at 1805 Highway 10 SE. MHSRC provides year-round programs

## PROFESSIONAL DEVELOPMENT OPPORTUNITY PRODUCTIVITY APPLICATIONS (EVERNOTE AND DROPBOX)

JUN 24TH, 2011 • 8:30AM - 11:30AM 8567

Looking for ways to work smarter, not harder with technology? You have the tools, now how do you effectively use them? Want to learn how to have access to your information anytime, anywhere? Learn about Evernote and Dropbox, two cloud tools that will make your professional and personal lives more efficient. For more information, visit <http://www.resourcetraining.com/Event/10313>.

**WHAT TO BRING** Laptop (iPod or iPad if available)  
**COST** \$65 members/\$75 non-members

that provide drivers with the opportunity to experience real-life scenarios in a controlled environment.

### ABOUT NELSON AUTO:

Nelson Auto Center of Fergus Falls, MN is the awarded bidder of a statewide vehicle bid to Resource Training & Solutions and seven other service cooperatives across the State of Minnesota known as MN Service Cooperatives (MSC). This contract gives our Members more flexibility in their vehicle purchasing options while still being able to obtain competitive pricing and complying with state bid requirements. Vehicles may be purchased and municipal leases are also available. For more information or to obtain a quote contact: Gerry Worner REFERENCE CONTRACT # MSC-05.3

### ABOUT RESOURCE TRAINING & SOLUTIONS:

Our Cooperative Purchasing Program offers members a wide range of high-quality products and services at discounted rates. By combining the purchasing power of all Members, we can achieve volume pricing on quality products and services from reputable vendors. The contracted vendors we have known as State Bid vendors (of which Nelson Auto is one) are established through formal bids and purchasing from them satisfies Minnesota competitive bidding requirements - regardless of the amount of the purchase. The ability to do so is outlined in Minnesota Statutes 123A.2 and 471.345.

The combination of these two statutes gives members the ability to purchase from contracted vendors while remaining in compliance with the Minnesota competitive bidding requirements.



# PINE COUNTY EXPERIENCES “THE JOYS OF GARDENING”

By Heide Moris, Pine County Coordinator's Office

“THE JOYS of GARDENING” Lunch-n-Learn event last month in Pine County was a great success! The Wellness Coordinators in Pine County have heard nothing but positive feedback after the presentation, and are so proud and excited how everything went that they would like to share the information with you. If you're a site looking for a lunch-n-learn idea, they felt this worked great. Gardening topics included: vegetable gardening, starting plants from seed, Minnesota growing zones, herb gardening, soil testing/preparation, garden planning, and more.



This is how Pine County pulled it off:

Presenters for THE JOYS of GARDENING were University of Minnesota, Pine County Master Gardeners. Every year Master Gardeners are required to put in a certain amount of community volunteer hours so it was easy to find individuals who were extremely knowledgeable and willing to present at no cost.

All attendees received a small peat pot which contained a packet of Marigold seeds, a plastic baggy with a cup of soil and instructions on planting the peat pot. (Several area businesses donated packets of seeds in addition to those purchased). The peat pots cost \$1.50 for 14 pots. They used 1½ bags of potting soil and approximately 40 baggies. Each baggie was filled with a cup of soil and placed inside a peat pot. A packet of seeds was placed in the pot and directions on planting the pot were attached to the outside. No one walked away empty handed and everyone loved the little gift which motivated their interest in gardening and it cost about \$.40 per attendee.

Drawing gifts averaged between \$5-10 and almost everyone walked away with a small gardening item in addition to their marigold pot. The drawing gifts included gardening gloves, hose attachments, mini indoor greenhouses, seeds and more. The Pine County wellness team exposed approximately 35 staffers to the benefits of gardening/growing food and it cost less than \$100 to do so!!! Way to 'go green' Pine County!



## *upcoming* **SMART** open enrollment classes

6/14/11	SMART® Board Level 2	8516
6/22/11	SMART® Board Level 1	8517
6/29/11	Lesson Activity Toolkit	8518
8/4/11	SMART® Board Level 1	8519
8/10/11	Lesson Activity Toolkit	8520
8/18/11	SMART® Board Level 1	8521
8/23/11	SMART® Board Level 2	8522



Online Care Anywhere®

## MEDICAL ADVICE FROM A DOCTOR ONLINE

LIVE CONSULTATIONS.  
NO APPOINTMENTS. NO WAITING.

With Online Care Anywhere® from Blue Cross and Blue Shield of Minnesota, you get a live interaction with a trusted, licensed Minnesota doctor online who can discuss your symptoms, diagnose conditions and prescribe medications. It's medical advice on your terms, when you can't get to the clinic.

ABOUT ONLINE CARE ANYWHERE®  
HEALTH CARE ON YOUR TERMS  
With Online Care Anywhere, you can talk to trusted, Minnesota health care professionals who can answer questions, make online diagnoses and prescribe medications. The conversations are live interactions, so you'll get answers right away. Plus, it's easy to use, private, secure and affordable.

HOW IT WORKS  
It's easy to have an online medical consultation using Online Care Anywhere.

- Register or sign in to use Online Care Anywhere. You will be asked to certify that you are in Minnesota before you talk to a doctor.
- Find a doctor you want to talk to and initiate a conversation.
- Talk to the doctor. You can use a webcam, chat or phone. Your conversation is secure and confidential. The doctor will answer your questions, diagnose, suggest self-care, next steps and/or prescribe medications.
- After each session, you can forward a detailed record of the conversation to your regular doctor.

For more information, or to start your first visit, go to: <http://www.onlinecareanywheremn.com/index.html>



# *ask the* BENEFITS SPECIALIST

Dan Weir, Insurance/Risk Management Consultant

## QUESTION:

Does Blue Cross Blue Shield provide specific information on children's health?

## ANSWER:

Yes. On the right side of the home page, scroll down to wellness center. Continue on to children's health and it will bring you to the children's health web page. You will find a section titled Features with a variety of children's health topics to search. The topics include: "Fitness & Nutrition, Babies, Toddlers, Kids, and Teens". If you click on any of these topics, you will find articles, related articles and external sources of relevant information. BCBS provides a wealth of information about children's health on the website. Check it out at [Bluecrossmn.com](http://Bluecrossmn.com).



## QUESTION:

As health insurance premiums have been increasing people are looking for lower premiums, how do you know what to compare?

## ANSWER:

You should ask a licensed, qualified agent or broker for assistance as health plan comparisons can be challenging. However a basic review should include a comparison of these key features.

**Managed Care or Open Access** Open Access features allow employees and family members to seek care within the network when and where they want.

Managed Care requires the use of primary care clinics; mandatory selection; visits to primary care clinics and limited referrals to specialists.

**Tiered Health Plans** Tiered health plans provide arrangements that allow employees and family members to select providers and pay different deductibles based on the tier level of the provider.

**Pharmacy Plans** Pharmacy plans for some employers allow selection of Brand and Generic drugs.

Mandatory generic plans require the use of generic drugs. For example, if a brand is selected and a generic drug is available, there may not be any pharmacy coverage for the brand name drugs.

**Maximum out of Pocket Limit** Health plans generally provide pharmacy and medical maximum out of pocket. Many plans have maximum out of pocket limits limited to \$1,200 for single and \$2,400 for family.

New tiered deductible health, maximum out of pocket limits have increased to \$3,000 for single and \$6,000 for families. New tiered consumer directed health plans (HSA) maximum out of pocket limits have increased to \$5,000 for single and \$10,000 for families.



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## WELLNESS

### DEVELOP & MAINTAIN HEALTHY HABITS EVEN IN THIS ECONOMY

In these times of a tight economy, where is the funding for wellness programming in an office? It should be available for worksites to have healthy staff who are productive in these demanding times: doing more with less at work. They can be and usually are challenged at home as well. Where can they get the support to develop and/or maintain those healthy habits to carry them through the current state of affairs?

Resource Training and Solutions offers a wellness program for sites purchasing their insurance through us. Not only is each site eligible for funding based on their contract holders, they also have an opportunity to attend forums. These are great opportunities to participate in a wellness presentation, network with other wellness coordinators throughout the region, as well as receive updates from Resource to help their programs sail smoothly.

At one of the last trainings, 4 new sites from the pool of City, County, and Other Governmental Agencies joined the ranks of our wellness program.

Attending the training were the following people representing sites:

- Judy Dahlin from Share a Home in Wadena
- Paul Hetlund from the City of Cold Spring
- Twila Pierce from the City of Eagle Bend
- Nathan Snowski from Benton County Soil and Water District in Foley.

These new sites are now ready to kick off their wellness programs for the 2011 year.

## COOPERATIVE PURCHASING VENDOR:

**Kinetic**  
LEASING



### AN AVENUE TO OWNERSHIP WITHOUT CREATING DEBT!

Do you have a purchase that you would be interested in financing? Unsure of what can be financed through a lease option? Looking at a large purchase for your organization that cannot be afforded in one budget year?

Two services Kinetic Leasing provide are:

- **COMPLIMENTARY BANK COMPARISONS**—Kinetic will even work with your local banks on rates. This will help ensure you receive quality financing while still supporting your local community banks.
- **COMPLIMENTARY LEASE COMPARISONS** give you the assurance of receiving the lowest rates possible! Kinetic will compare the lease proposal they provided you against any of their competitors. This will also help ensure you receive the lowest rates and have an opportunity to better understand how all the leases compare to each other.

Lease financing can provide you the funding options you need without creating budgeted debt, can provide you with financing when you need it, and does not require a Bond Election to approve.

For more information contact Dan Saville at Kinetic Leasing, 800-558-7337 or dsaville@kineticlease.com or Anthony Farag 888-447-7032 or afarag@resourcetraining.com.

## SERVING OUR MEMBERS

*Adding value...Maximizing resources*

COMMON ITEMS/PROJECTS TO FINANCE:  
Furniture & Fixtures • Vehicles/Utility Trucks  
Playgrounds • Heating/AC Systems