



The Torch

The official newsletter for Indiana state employees

February 2019

Challenge Yourself and Others with the OurHealth Challenge Platform



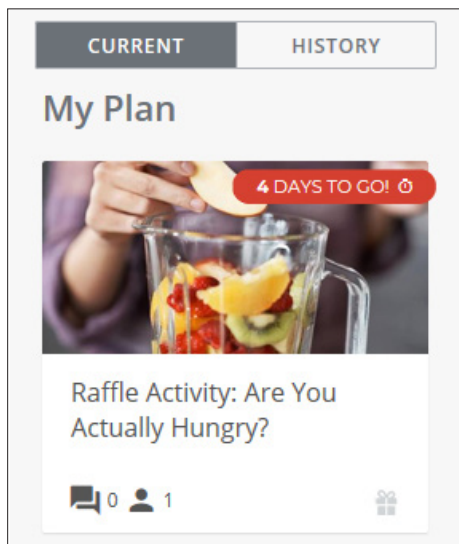
The wait is over! As of Feb. 1, you can engage in wellness activities and challenges through the OurHealth Wellness Challenge platform. As promised, you no longer need to be enrolled in the State medical plan to participate! **The challenge platform is available to all full time and part time employees, their spouses, and dependents age 18 and up.**

To get started today, visit member.ourhealth.org/sign_up/stateofin, or download the Limeade mobile app (code stateofin).

Each month there will be 10 tasks that are designated as “raffle activities.” These challenges can range from physical activities like planks and walking, nutritional challenges such as limiting sugar or eating three meals a day, to mental health areas like mindfulness and stress reduction. There is something for everyone!

Each of these designated “raffle activities” that you complete, up to five, will count as one entry into the monthly prize drawing. There will be 100 prizes awarded each month! At the end of the year, every entry you earned for the monthly prizes will go back in the pot for the 10 grand prizes!

To learn more about each activity, just click on the tile. If it interests you, all you need to do is click the “Get Started” button to start the challenge. Once you select a challenge to complete, the tile will show up in your current “My Plan.”



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The Torch is published monthly by the Indiana State Personnel Department and is available online at in.gov/spd/2540.htm.

Got a story?

Submit your story ideas to: spdcommunications@spd.in.gov

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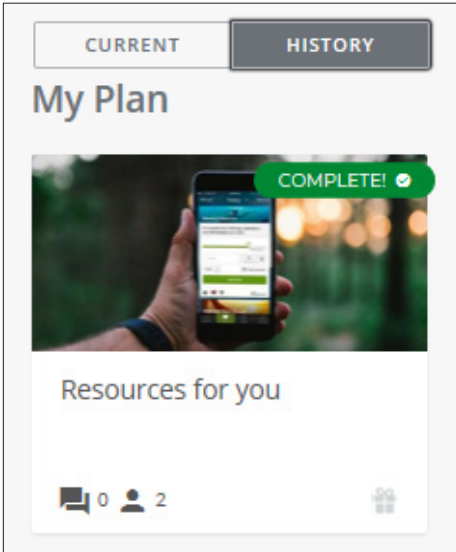


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Challenge Yourself and Others with the OurHealth Challenge Platform

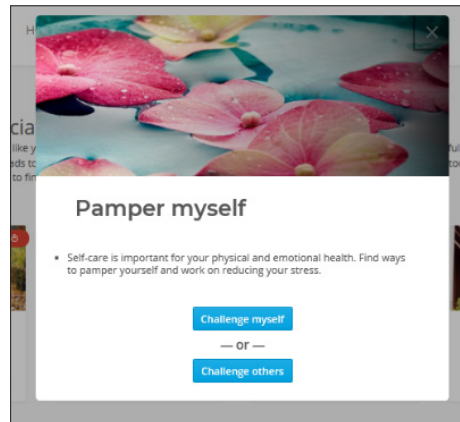
Keep track of your completed activities easily by clicking the “History” tab on the home screen. This can help you keep track of how many “raffle activities” you complete each month.



“Raffle activities” will change from month to month, so make sure to log-in to the Wellness Challenges portal regularly to stay informed. February’s “raffle activities” include fitness, diet, mental health, and tobacco cessation challenges. Some of these activities will take several weeks to complete, so get started today!

If 10 activities aren’t enough, create

your own challenges using the OurHealth Wellness Challenge portal to compete against your co-workers! You can choose any activity found under the Topics tab (these are not the “raffle activities”) to create your own challenge.

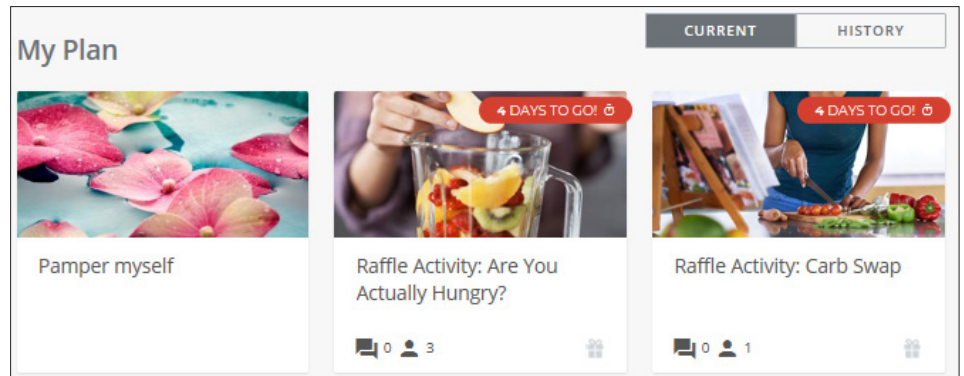


Once you create your own challenge it will be displayed on your home screen under the “My Plan” section along with any “Raffle

Activities” for which you signed up.

Please be aware that the OurHealth Wellness Challenge portal is separate from the ActiveHealth portal. This means that activities you complete on the OurHealth Wellness Challenges portal will not show up in the ActiveHealth portal. Similarly, if you would like to use a fitness device on both portals, you must connect it to OurHealth and ActiveHealth. However, you are not required to connect a device to participate in the OurHealth Challenges.

For more information, visit the [Invest In Your Health website](#). Here you will find [FAQs](#), a [comparison chart](#) explaining who’s eligible for the new wellness programs, along with a link to the [OurHealth portal](#).



HELP
WANTED -

**Wellness
Champions**

The Invest in Your Health program is recruiting volunteer Wellness Champions and Wellness Contacts to help support the wellness program throughout the state.

We are seeking one Wellness Champion for each county, and one Wellness Contact for each work location.

If you are passionate about wellness and helping others, we encourage you to [download the application](#) and apply for either opportunity!

Visit the [Wellness Champion page](#) on the Invest In Your Health website for more information.

State employees, OurHealth staff cut ribbon on new IGC medical center



More than 16,000 State of Indiana employees working in the downtown Indianapolis area and their families now have convenient access to a range of immediate and primary care thanks to a partnership between the state and [OurHealth](#).

With one snip from a pair of over-sized scissors, OurHealth co-founder Dr. Jeff Wells cut the ribbon on the Government Center Clinic by OurHealth Feb. 1, formally opening the doors of the new onsite medical facility. The ribbon cutting ceremony took place during an open house that invited all state employees to visit, meet clinic staff, make appointments, and enter a drawing to win airline tickets.

Months of work in the making, the center's accessibility and range of care options are expected to have a positive impact on the health of government workers.

"We're trying to help folks realize their own wellness vision by helping them lead healthier lives," Dr. Wells said of the clinic's overarching vision.

Indiana State Personnel Department Deputy Director Matt Brown said he believes the onsite clinic will "increase efficiency and effectiveness of service" of State of Indiana employees.

Launching alongside the grand opening of the clinic is the OurHealth platform, which allows all state employees, their spouses, and their adult dependents to participate in numerous wellness challenges. Prize drawings are awarded monthly.

The clinic's accessibility combined with the array of activities offered through OurHealth make for exciting times for State of Indiana employees.

"It should help 'move the needle' on healthcare for our state workforce," Brown said. "So, we couldn't be happier."

The clinic is open from 7 a.m. to 4 p.m. Monday through Friday. It is closed on holidays observed by the state.

Appointments may be made by calling 317-537-9764. That line is available from 7 a.m. to 5 p.m. Monday through Friday and 8 a.m. to noon Saturdays.

Appointments may also be scheduled online here, or via email at member@ourhealth.org.

Visits typically last between 20 and 40 minutes, depending on a patient's needs. Appointment wait times clock in at approximately five minutes.

More about OurHealth:

[Main page](#)

[How to register](#)

[Clinic FAQ](#)

[Wellness Challenge FAQ](#)

New clinic offers same-day appointments.

Walk-ins will be scheduled for the next available appointment time. Staffing levels will be continually monitored to ensure same-day appointments as often as possible and a premium patient experience with shorter wait times.

In the event of a late day walk-in, an appointment will be scheduled for the earliest available time within the clinic's operating hours.

Note: Appointments can be made in person or over the phone without creating an account.

New Statewide Recruiting Website, Job Board, and Streamlined Hiring Process to Launch March 4

An effective and engaging recruiting experience is critical to setting the right tone for incoming talent. We know the job search and application process can make or break a candidate's first impressions. We also know that an effective internal job board can enable and empower current employee career paths.

For these reasons and more, the Indiana State Personnel Department (INSPD) and a team of state agency representatives have been working hard on the *Monarch Initiative*, a phased project focused on modernizing and improving the State's talent management processes in the areas of recruiting, performance management, succession planning, and onboarding. These modernizations will be powered by SAP SuccessFactors, an industry-leading software system. The first phase of the project launches on March 4 with the Recruiting module.

The launch of the Recruiting module includes a completely new external-facing career site at workforindiana.in.gov. The website will promote the benefits of a career in public service with the State and highlight diversity, wellbeing, professional development, and work-life balance. Current state employees will also benefit from a new full-service internal job board. The internal and external job boards will replace the current PeopleSoft site.

Several other new features will

improve the State's ability to compete in challenging recruiting environments. These include mobile-optimized content (you can apply for a job on your mobile device!), customizable job alerts, and advanced search functions. The new job board will also seamlessly integrate with popular external job boards to increase the number of places our positions are marketed. Job seekers will experience a streamlined application process and hiring managers and recruiters will enjoy greater efficiency, including reduced hire times.

The new recruiting process offers benefits for all employees, not just recruiters and hiring managers. The internal job board will increase transparency and decrease obstacles for qualified internal candidates to apply for openings within the State. Employees will be able to search by agency, job description keywords, and posting date. The system will also feature customizable job alerts as well as a way to share opportunities via social media and directly refer candidates to open positions.

Employees will use their SuccessFactors profiles to utilize the new internal job board. As summarized in recent emails to State employees, a profile with basic, prepopulated information has already been created for employees and is accessible. To explore the new platform, employees can go to in.gov/spd and click on the "SuccessFactors" link toward the bottom of the

page. Most employees will be automatically signed on through their State network access.

And if your job includes hiring new employees, don't worry! All hiring managers will be trained on the new hiring process and tools beginning later this month. Training will occur daily in the Government Center from February 18 through March 8. Training at remote locations will also be offered around the same time. Hiring managers will receive information soon about training schedules from their local HR team if they haven't already.

These exciting changes will bring efficiencies to the hiring process, make the State more effective in recruiting top candidates, and further empower career progression for current employees.

Like any change, there will be questions and problems to solve along the way. Your HR team will be a key source of information throughout this change. In addition, INSPD has built a [Statewide Monarch Initiative SharePoint site](#) that is accessible to all State of Indiana employees. It includes helpful information, demonstrations of SuccessFactors, previous communications about the Monarch Initiative, and FAQs.

Note: The enhanced recruiting elements and processes described in this article will affect agencies whose HR shared services are provided by INSPD.

Wellness at work: HR pros taking health goals to the Next Level

With numerous resources for State of Indiana employees to take control of their health, 2019 could be a banner year for anyone hoping to turn the corner on his or her personal wellness journey.

Only a month into the new year, that's certainly been the case for a pair of HR professionals, each of whom has taken major steps to prevent the onset of chronic illness.

Jenny Cable, an Indiana State Personnel Department (INSPD) employee working with the Indiana Department of Child Services (DCS), had long planned to focus more on her health, but it took a potentially serious medical diagnosis for her to finally commit to that goal.



After two years of regular exercise and dietary changes, Jenny's lost 50 pounds and has more energy

than she's had in more than a decade. Her healthy habits have significantly reduced the likelihood of developing a chronic disease, such as type II diabetes, and she remains razor-focused on staying on her newfound path to wellness.

Like Jenny Cable, Jon DeArmond found help with his wellness goals

through Omada, a digital lifestyle program first offered to state employees in summer 2018. There is no cost to employees.

DeArmond, an INSPD HR director for several small agencies, got all of the motivation he needed to start turning his health around when the results of a biometric screening were cause for alarm.



Jon's blood sugar was at a pre-diabetic level, and he knew immediately that he had to make significant

lifestyle changes. He dropped all those sugary sodas and started lifting weights and exercising with a friend. That friend, as well as DeArmond's Omada health coach, helped Jon lose 50 pounds in approximately a year.

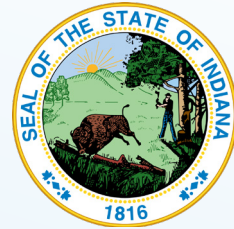
Jon remains motivated and still has health goals he's yet to reach. He urged other state employees to take an active role in their personal wellness.

[Read Jenny's story >](#)

[Read Jon's story >](#)

Have a health and wellness story to share? Email us at spdcommunications@spd.in.gov.

Governor's Fellowship applications accepted until March 31



Applications will be accepted through March 31 for the 2019-2020 Governor's Fellowship.

The Governor's Fellowship is highly selective and provides a unique experience in Indiana state government by placing fellows in various state agencies on a rotating basis throughout the year.

"Our Governor's Fellows are such a valuable piece to our team," Gov. Holcomb said. "The wide range of assistance they provide over the course of their fellowship is key to serving Hoosiers in a timely and thorough manner."

The program is open to college graduates who received their bachelor's degrees in either fall 2018 or will during spring 2019. Fellows are paid, full-time employees who participate in the day-to-day activities of state government.

Application and submission guidelines can be found at www.in.gov/gov/fellowship.htm. To be eligible for consideration, the application and all supporting materials must be postmarked or submitted via email by March 31.

Contact Katie Gilson at the Governor's Office at (317) 232-4567 with questions.

ActiveHealth Enhancements and Updates




Rewards Center

The much anticipated Rewards Center was added to the ActiveHealth Management portal on Feb. 1. This exciting addition means e-gift cards can now be redeemed! To access the Rewards Center, log into your ActiveHealth account. Choose Rewards Center from the top menu bar. From there you can click on “Redeem Rewards.”

The Rewards Center is also where you’ll be able to see your progress towards earning a premium discount on your health plan for 2020. Remember to keep working toward completing any of the four activities by Sept. 30.

1. Four coaching sessions with an onsite or telephonic health coach.
2. Reach Level 5 (9,000 hearts) by participating in digital coaching, health education and health goals on the Active Health Platform.
3. Track 10,000 steps a day at least 75 days of the quarter, two out of three quarters, using a tracking device.
4. Complete 45 minutes of physical activity three days a week, at least 11 weeks of the quarter, two out of three quarters, using a tracking device.

Note: If you have a family plan, both the employee and spouse must complete one of the above

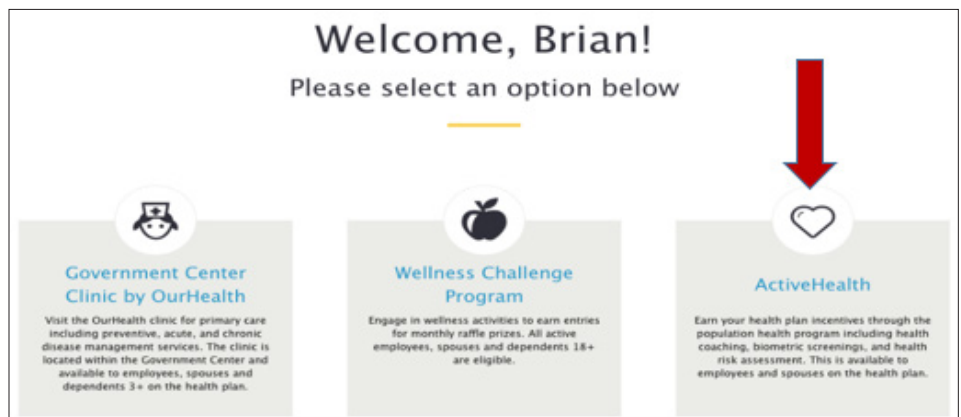
activities to earn a premium discount. If only the employee or only the spouse on a family plan completes an activity, no premium discount will be awarded. Adult dependent participation is voluntary and will have no impact on a premium discount.

New Portal

As of Feb. 1, you can access ActiveHealth through the OurHealth portal. This means you can get to all of our new resources from one landing page! Don’t worry, you can still access ActiveHealth directly at myactivehealth.com/stateofindiana.

[portal](#) to take to your physician. For instructions to use a Quest Lab, please visit the [Quest Lab link](#) from your ActiveHealth portal. A complete schedule of state-sponsored biometric screenings can be accessed through the ActiveHealth Management portal. Remember, both employees and spouses can earn a \$100 e-gift card for participating in a biometric screening! Please note: Adult dependents are not eligible to receive the e-gift card.

Visit InvestInYourHealthIndiana.com for more information including a [Frequently Asked Questions](#) section as well as a [comparison chart](#)



Welcome, Brian!
Please select an option below

- Government Center Clinic by OurHealth**
Visit the OurHealth clinic for primary care including preventive, acute, and chronic disease management services. The clinic is located within the Government Center and available to employees, spouses and dependents 3+ on the health plan.
- Wellness Challenge Program**
Engage in wellness activities to earn entries for monthly raffle prizes. All active employees, spouses and dependents 18+ are eligible.
- ActiveHealth**
Earn your health plan incentives through the population health program including health coaching, biometric screenings, and health risk assessment. This is available to employees and spouses on the health plan.

Biometric Screenings

State-sponsored biometric screenings start Feb. 18. If you can’t make it to a state-sponsored screening, feel free to have a physical with your primary care physician or use a participating Quest Lab. Be sure to download the biometric provider form from the [ActiveHealth management](#)

explaining who is eligible for the new wellness programs.

If you have questions, call the Indiana State Personnel Department Benefits Hotline Monday – Friday at 317-232-1167 (local) or 877-248-0007 (toll free), or email the Benefits Division at SPDBenefits@spd.in.gov.

Take a shot at winning Historic Preservation Month photo contest



Photo Caption: Nathan Davis was one of last year's winners in the annual Historic Preservation Month photo contest. Seen here is Indianapolis' Emerson Theater.

The Indiana Division of Historic Preservation and Archaeology's (DHPA) annual Historic Preservation Month photo contest is underway.

The DHPA is part of the Indiana Department of Natural Resources, but its work relates specifically to the preservation of buildings/ the built environment. The photo contest celebrates that, and, as a result each photo submission should show something that was designed/built. The subject in the photo must be located in Indiana and must be at least 50-years-old.

To enter the contest, send an 8 x 10 matted image along with the registration form by April 5. The link for the registration form is below. Photographs may be color or black and white; there is a separate category for digitally

enhanced photos.

Here's a tip: Find something you love that has been preserved, is in the process of being preserved, or desperately needs to be preserved. That just might be the best subject matter!

Here are a few requirements:

- Images must be 8 x 10 prints, mounted or matted on or with a white 11 x 14 matte board.
- The registration form must be attached to each photo.
- Limit of three (3) photos per person.

For a complete list of guidelines and the registration form, go to <http://www.in.gov/dnr/historic/3994.htm>. If you have questions, contact Amy Borland at aborland@dnr.in.gov or 317-232-1647.

File your taxes for Free!

Was your adjusted gross income \$66,000 or less in 2018? If so, you may be eligible to file your state and federal taxes for free with Indiana Free File (INFreeFile) from the Indiana Department of Revenue (DOR).

INFreefile provides faster refunds, free easy-to-use software, and a secure way to file your taxes. Did you know, filing electronically can save you money, but it also has a 98% accuracy rate? Our qualified vendors can also help you find deductions and credits you qualify for, increasing the amount of your refund or decreasing the amount you owe. File today at freefile.dor.in.gov.

If you have questions, contact DOR's Customer Service Center at 317-232-2240 or check us out on [our website](#), [Facebook](#), [Twitter](#) or [Instagram](#).



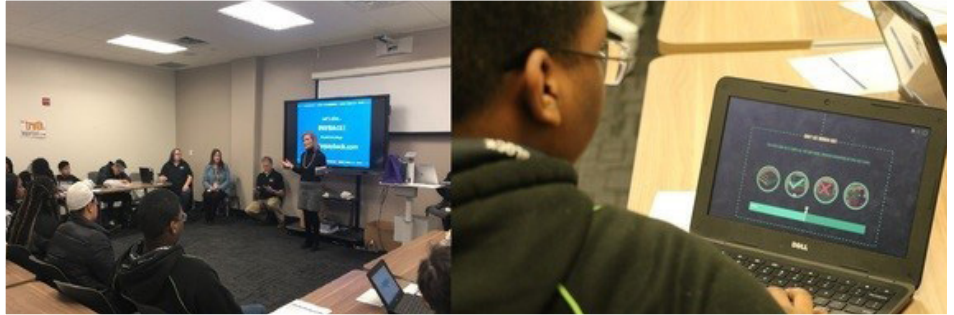
Artwork by Jerry Williams

State helps Hoosiers get ‘Cash for College’

The [Indiana Commission for Higher Education](#) (ICHE) launched its 2019 Cash for College campaign Jan. 25 with the goal of encouraging Indiana students to take steps that will help them pay for education and training after high school.

That includes filing the Free Application for Federal Student Aid (FAFSA) by the state’s April 15 deadline.

“Indiana has one of the most generous state financial aid systems in the country, ranking fourth in the nation and first in the Midwest for need-based financial aid,” said Indiana Commissioner for Higher Education Teresa Lubbers. “Although we distribute more than \$300 million in state aid each year, too many Hoosiers miss out by failing to research their options and file the FAFSA. With Cash for College, we hope to send a clear message to students and families that education beyond high school is within the reach of all Hoosiers if



Indiana’s Commissioner for Higher Education Teresa Lubbers spoke with freshmen and sophomore students at Purdue Polytechnic about paying for college Jan. 25.

they prepare.”

ICHE continues to partner with Indiana school corporations to drive up the number of high school seniors filing a FAFSA on time. Completing a FAFSA is a critical step in securing financial support for college.

Throughout the next few months, the state is also encouraging schools and communities to host regional events with financial aid experts to help students learn about the costs of college, open a CollegeChoice 529 Direct Savings

Plan, apply for Indiana’s [21st Century Scholars](#) program, search for scholarships and file the FAFSA.

ICHE hosted a Cash for College launch event Jan. 25 at Purdue Polytechnic High School in Indianapolis. Commissioner Lubbers spoke to the students about keeping college affordable for Hoosier families and shared some best practices for preparing for education beyond high school. Students participated in a virtual “paying for college” simulation and a drawing to win a \$100 [CollegeChoice 529 Direct Savings Plan](#).

College Goal Sunday is Feb. 24



Financial aid professionals will be volunteering at 39 sites in Indiana to help college-bound students and their families open the door to financial aid

during College Goal Sunday.

The event is set for 2 p.m. Feb. 24. The free program assists Indiana students in filing the Free Application for Federal Student Aid (FAFSA).

The FAFSA form is required for students to be considered for federal and state grants, scholarships, and student loans at most colleges, universities, and vocational/technical schools nationwide.

The FAFSA MUST be filed by April 15 to be eligible for Indiana financial aid. College Goal Sunday is especially important because, in less than one afternoon, students and their families can get free help and file the form online.

College Goal Sunday is a charitable program of the Indiana Student Financial Aid Association (ISFAA). For more information, view the [resources for students and family](#).

Students may also win one of five \$1,000 scholarships. Students who attend any of the College Goal Sunday sites and submit a completed evaluation form will automatically be entered in such a drawing. For more information about College Goal Sunday visit [CollegeGoalSunday.org](#).

2019 Hoosier Women Artists works accepted through Feb. 22

Lieutenant Gov. Suzanne Crouch along with Treasurer Kelly Mitchell and the Indiana Arts Commission recently revealed details for the 2019 Hoosier Women Artists contest.

“Receiving the artwork and meeting the women behind the pieces is something I look forward to every year,” Crouch said. “The artists all come from different walks of life, and have found such a beautiful way to express their artistic abilities. I encourage all those who are interested to submit their work.”

The annual competition, established in 2008, celebrates the importance of the arts in Indiana’s communities and showcases the work of talented female artists throughout the state.

Crouch said a wide variety of visual arts including drawing, painting and photography are

welcome to enter. The artwork is judged by a panel that includes Crouch, Mitchell and peer artists coordinated by the Indiana Art Commission.

“Every year, it is my joy to welcome beautiful pieces of art into my office from Hoosier women artists,” said Mitchell. “I look forward to this 2019 competition and cannot wait to see Indiana talent at work!”

Winners of the Hoosier Women Artists contest will have their artwork displayed in the offices of Mitchell and Crouch. The works will be on display for one year to be enjoyed by the thousands of school groups, visitors and staff who explore the building annually.

Additionally, pieces of art will also be selected by First Lady Janet Holcomb, Secretary of State Connie Lawson, Auditor Tera

Klutz, Chief Justice Loretta Rush and Superintendent of Public Instruction Jennifer McCormick to display in their respective offices.

Submissions may be made on the Indiana Art Commission’s [Online Application System](#) through Feb. 22. Applicants will need to create a username and password and select Hoosier Women Artists as the program name.

Requirements include:

- Framed wall art only;
- Maximum dimensions (including frame): 42” x 60”;
- Maximum weight: 60 lbs.;
- Must be installation ready, including frame and hanging wires; and
- Submit one entry per artist to be considered.

A reception to honor the selected artists will be held March 27 at the Indiana Statehouse.

2019 INDOT Paint the Plow campaign underway

The Indiana Department of Transportation (INDOT) in January announced the kick-off of its 2019 Paint the Plow campaign.

Paint the Plow is a community outreach program designed to promote safety and awareness of INDOT’s Winter Operations all year long.

Here’s how it works: Each INDOT District invites art classes/ programs from middle and high schools to paint an INDOT snow plow blade with original artwork to represent their school.



Applications and additional program details can be found here: painttheplow.indot.in.gov.

In addition to being seen in full service during the winter weather

months, the blades may be used at events within the school’s community to enhance public awareness, promote safety and foster greater appreciation of both INDOT and the school’s art program. Paint the Plow is open to all middle schools, high schools and career-technical schools across the state. Only students who are **currently enrolled** in the applicant school may participate in the creation, execution and completion of the art project.

For more information or to apply, [click here](#).

Indiana Main Street welcomes Cannelton



On Jan. 11 the [Indiana Office of Community and Rural Affairs](#) announced Renew Cannelton, Inc. is the newest member of the [Indiana Main Street](#) Program. The program encourages economic development, redevelopment and improvement to downtown areas.

“Congratulations to Cannelton for becoming the latest organization to join the Indiana Main Street

Program,” said Jodi Golden, OCRA executive director. “By seeking this designation, Renew Cannelton, Inc. is committed to preserve, cultivate and revitalize their historic commercial core and creating a strong and vibrant downtown.”

Golden said [Renew Cannelton, Inc.](#) is comprised of dedicated community members working together to revitalize their

downtown. The mission of North Salem Revitalization, Inc. is to facilitate the enhancement of Cannelton and the surrounding area by showcasing the attractiveness of the community and by working to preserve historic sites, buildings, objects and antiquities of significance.

“The Indiana Main Street Designation is a huge accomplishment for our community. We have been trying for a number of years to get the designation and we have finally been able to get the community support necessary to make it happen” said Barbara Beard, Secretary-Treasurer of Renew Cannelton, Inc. “The guidance the Main Street program provides will be instrumental in the revitalization of our historic city.”

Indiana awarded nearly \$7 million for early childhood education

The Indiana Family and Social Services Administration (FSSA) recently announced its Office of Early Childhood and Out-of-School Learning received nearly \$7 million in federal grant funding to strengthen the state’s early childhood education system.

The grant supports strategic planning and a formal evaluation of Indiana’s birth-through-age-5 early childhood education programs. The preschool development grant awarded by the U.S. Department of Health and Human Services will help ensure early education is streamlined to best serve Hoosier families

and meet Indiana’s workforce needs. Grant outcomes will help further inform and develop Gov. Holcomb’s Next Level agenda goal to expand On My Way Pre-K in 2021.

“This is a wonderful opportunity for Indiana to focus holistically on how to best develop our youngest Hoosiers in a way that propels them toward a successful future,” said Jennifer Walthall, M.D., M.P.H., secretary of the Indiana FSSA. “We don’t often get the chance to unify our planning, and this funding allows us to do that.”

When funding is received, FSSA

will lead a collaborative needs assessment, strategic planning process and evaluation of existing programs. Goals included in the grant application include improving the overall quality of early childhood education using best practices, assessing gaps in services for low-income Hoosiers and citizens in rural counties, and incentivizing communities to support high-quality programs including strengthening the available workforce of pre-K educators.

The award is a one-year grant with opportunities to apply for additional funding in the future.

Ball State offers management training program for public service workers



**BALL STATE
UNIVERSITY**

Bowen Center for
Public Affairs

Ball State University will again offer a unique management training opportunity for high-potential leaders at all levels beginning next month.

The Certified Public Manager (CPM) Training Program, now in its 10th year, is a course of study in public management that provides public managers tools and techniques for enhancing their individual performance and the performance of their

organizations. It is Indiana's only nationally accredited professional development course of its type designed specifically for managers in public service.

In order to qualify, applicants must be employed in public service and be recommended by their supervisor. Additionally, an application must be submitted. The CPM is conducted by Ball State University's Bowen Center for Public Affairs.


This opportunity is best suited for high-potential leaders at all levels. Those interested in applying


should do so by Monday, Feb. 25.


In 2019, the course will be offered beginning March 19 at Ball State's Center for Academic and Economic Innovation in Fishers. The fall course begins Sept. 12 at Clifty Falls State Park in Madison. The CPM is located in the central, northern and southern parts of the state on a rotating basis. New training cohorts begin twice each year in different locations in the spring and fall.

[Learn more about CPM](#), or contact Dr. Charles Taylor at 765-285-8794 or cdtaylor@bsu.edu.

8th Annual IDEM Chili Cook-Off
March 12, 2019 11:00 AM - 2:00 PM IGCN 1319

 **\$5 Meal Deal, as well Dogs, Chips, Drinks, & Desserts**

 Hosted by IDEM, IGCN 13th floor. Use the West Elevators. Proceeds go to Geared for Health, an organization that provides sporting equipment to disadvantaged youth, the Susan Williams CHAMPS Grant Program, and to help defray the costs of the Corporate Challenge.



**Visit the
BEAUTY**
winter brings to our parks.

2 for 1 ▶ **2 nights for the price of 1**

Lodge INNside at any of our 7 state park locations and SAVE!
Sunday-Thursday only
Certain restrictions may apply. Subject to change/availability

November 25, 2018-February 28, 2019
(blackout period: December 23-January 3)

Indianalnns.com
1.877.LODGES 1

2019

wellness webinar calendar



View the webinars on demand – anytime, anywhere. Submit a question and receive a response via email. Questions are logged in a FAQ section so you have the ability to browse and learn from the questions of others.

	Monthly theme	Monthly webinar title	Webinar description
JAN	Workplace relationships	Building Positive Relationships at Work Available on demand starting Jan 15	Examine patterns in our workplace relationships and how we can alter our approach to make them positive.
FEB	Recognizing a need for support	Mental Health First Aid Available on demand starting Feb 19	Recognize the signs of someone who might be facing emotional concerns, and learn best practices for offering support.
MAR	Respecting each other	Interpersonal Communication: Social Skills for Success Available on demand starting Mar 19	Explore verbal and nonverbal communication to better understand how interpersonal communication may be interpreted by others.
APR	Resilience	Understanding Resilience Available on demand starting Apr 16	Delve into techniques for becoming more resilient, and understand that the first step is acknowledging one's own feelings.
MAY	Prioritizing wellbeing	Healthy Mind Toolkit Available on demand starting May 21	Learn practices for restful sleep, balanced nutrition, healthy relationships, regular mindfulness practice, and more, as practical tools in your "healthy mind toolkit."
JUN	Mindfulness and focus	Mindfulness Matters Available on demand starting Jun 18	Explore basic mindfulness principles and learn some techniques that you can put to immediate use.
JUL	Managing pressure and balancing priorities	Making a Life While Making a Living: Work-Life Balance Available on demand starting Jul 16	Identify strategies to be more effective and more satisfied with both home and work lives.
AUG	Tools for financial wellbeing	Effective Budgeting Available on demand starting Aug 20	Develop better skills for tracking spending, reducing debt, and developing a personal plan for financial success.
SEP	Making the best use of your time	Maximizing Your Day: Effective Time Management Available on demand starting Sep 17	Better understand basic time management principles and what characteristics make effective time managers.
OCT	Positive emotional health	Emotional Wellness: Building Better Mental Health Available on demand starting Oct 15	Gain coping strategies for dealing with adversity in a constructive way, and develop structured mechanisms for building better mental health.
NOV	Support for caregivers	The Sandwich Generation: Meeting the Challenges of Multigenerational Caregiving Available on demand starting Nov 19	Identify common family dynamics, gain insight on knowing when it's time for additional caregiving support resources, and explore self-care techniques.
DEC	Creating stronger relationships	Examining Relationships: Healthy vs. Unhealthy Available on demand starting Dec 17	Examine different types of relationships – from family and friendship, to romantic and professional – while learning to recognize healthy and unhealthy relationships.

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