# Riverview Review

Volume 1, Issue 1 NOVEMBER 2025

## Dates to Remember In November

04—Riverview Safety Team @ 1:00pm

04—Housekeeping/ Laundry/ Custodial Mtg @ 11:00am

06—Quarterly All Staff Mtg @ 2:30pm & 4:30pm

07—Quarterly All Staff Mtg @ 6:15am & 1:00pm

07– Veteran's Day Celebration

11—Veteran's Day (Admin Offices will be Closed)

18—Monthly Quality Assurance Mtg @ 12:30pm

18—Dietary Mtg @ 2:00pm or 6:30pm

18—STNA & Nurses Mtg. @ 6:30am or 6:30pm

20—Dietary Mtg @ 2:00pm or 6:30pm

20—Quarterly Quality Assurance Mtg @ 1:30pm

21—Staff OSU vs. Michigan Potluck @ 10:30 am—1:30pm and 9:00pm—11:00pm

27—Thanksgiving (Admin Offices will be Closed)

## Upcoming Dates to Remember In December

01-07—National Hand Washing Awareness Week

01—Riverview Auxiliary Mtg @ 10:00am

02—Riverview Safety Team @ 1:00pm

16—Monthly Quality Assurance Mtg @ 12:30pm

18—Nurses Mtg @ 6:30am and 6:30pm

## A Season of Thankfulness

Despite what you hear, or read on social media, there is a lot to be thankful for as we head into the Holidays. With that being said, I encourage each of you to "unplug" from all the noise for a moment and think about all the things that make you smile. There is so much for each of us to be thankful for, and we need to stop and reflect on these things when we have challenges. There will be challenges. The key is our response to that which is in front of us.

Riverview has been serving the residents of Ottawa County for more than 150 years. Depending on who you ask, Ottawa County has either the oldest, or second oldest, population in Ohio. There is a tremendous demand for our services, and that will only grow as time passes.

Two years ago, Riverview implemented an Attendance Incentive for front-line staff. Historically about 75% of those eligible for the Incentive receive it each pay. The beauty in the Incentive is that if you do not earn it during a pay period, you have the opportunity to earn it again the next. Recently, I reviewed data that showed that the Attendance Incentive was earned by just 64% during a recent pay period. I have been told that number will probably drop lower before it rebounds. Staffing sometimes is a struggle but nearly every time it stems from staff not reporting to work on a day they were scheduled to work. *Let's work together to improve this.* I need your help. I want Riverview to be the employer of choice in 2026. There are no perfect employers, and often what looks like a better opportunity, turns out to be something other than what was advertised. I made such a jump a number years ago, only to regret my decision.

On a much brighter note, Riverview is one of only 4 nursing homes in Ohio that can claim CMS 5-Star ratings in all categories, including staffing. Looking at it nationally, there are less than 100 homes across the country that can say they are CMS 5-Star rated across-the-board, out of more than 15,000 nursing homes in the United States, and Riverview is one of them. This is something to be thankful for, and certainly speaks well for the exceptional care and services we provide to our residents every day! Thank you!

Your Partner in Caring,

Michael

# TRUNK OR TREAT 2025

# The True Meaning of Thanksgiving

The true meaning of Thanksgiving is a holiday of gratitude, reflection, and togetherness, rooted in a complex historical event where pilgrims and Wampanoag people shared a harvest feast in 1621. While the traditional narrative emphasizes a harmonious feast, the meaning today also includes a secular spirit of giving thanks for blessings, strengthening family bonds, acting charitably, and reflecting on the ongoing importance of Indigenous history and culture, despite the painful realities of colonization.

The first Thanksgiving celebration was a three-day feast to celebrate their first successful harvest and a mutual alliance. The event involved diplomacy and shared food, with the Wampanoag bring deer and the Pilgrims likely providing seafood and other fowl, fostering a brief period of cooperation. While often remembered as a joyful celebration, the alliance was short-lived, and the feast took place against the backdrop of hardship, cultural misunderstandings, and the eventual dispossession of Native American lands.

RIVERVIEW HEALTHCARE CAMPUS

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**Be sure to come and browse our Adorable little GIFT SHOP!**

**Open Every Day from 11am - 2pm**

*Cash or Check Only*

**Gift Cards Available*

RIVERVIEW HEALTHCARE CAMPUS has serviced Ottawa County for 153 years as a County Owned Skilled Nursing Facility. We are also very proud that in 2020 we added Assisted Living to our list of services. In 2022 we were able to add Independent Living. Thanks for continuing the Tradition!

**Our Core Values:**

" We deliver to our residents a level of service that anticipates and exceeds their needs. We measure and evaluate the effectiveness of the services we provide from the viewpoint of those whom we serve. We require high standards of performance, professionalism and teamwork from our employees."

## November Employee Celebrations

### Birthdays

04—Shannon Terry
07—Pam Hatfield
07—Diana Nordlund
09—Lisa Dobbelare
18—Megan Gould
19—Rebecca Gordon
19—Devine Wolfe
23—Molly Hower
26—Cindy Parsons-Brundage
27—Amy Duty
29—Jodi Mittower
29—Kyle Ranzenberger
30—Barbara Garcia
30—Marie McDonald

### October New Hires

Misty Newton—H/L/C
Sheryl Peterson—FSW
Michelle Laney—LPN
Savannah Hennig—H/L/C
Josh Olalde—Cook
Isaac Franks—FSW

### Anniversaries

Lisa Woods—27 years
Sarah Wagner—24 years
Chelsea Kitzler—14 years
Sheila Crum—13 years
Kylie Evans—9 years
Rebecca Lenke—4 years
Kierra Densic—3 years
Jordan Spencer—3 years
Gary Stager—3 years
DJ Evans—2 years
Nicole Kreilick—2 years
'Indyca Bonnell—1 year
Kristie Seem—1 year
Ashley Morrissey—1 year