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Two Members Achieve Wellness Council Certification!
Congratulations to SIHO (Southeastern Indiana Health Organization) & Johnson County Government!
Due to the timing of the award presentations and newsletter deadline, more details regarding their wellness programs will be provided in the February newsletter. If your company has not yet achieved certification through the Wellness Council of Indiana and you desire further information, please contact Carol Dixon, cdixon@wellnessindiana.org.

WCI President's Message:

I have addressed many audiences regarding the power of attitude and the "strong medicine" that a "happy heart" can bring to bear on one's life. It has been demonstrated and proven over and over again to me that this "merriment" does not just make that person more enjoyable to be around but literally makes them healthier and adds years to their life. No one has said it better than Chuck Swindoll. Please read and enjoy the following...

Mike Campbell



LAUGHTER

by Charles R. Swindoll
December 18, 2008

Job 8:21; Psalm 126:2

I know, I know---"life is serious business." If I hear that one more time, I think I'll gag. I fully realize that too much humor can become offensive. I recognize that it can be taken to such an extreme that it is inappropriate. But doesn't it seem we have a long way to go before we are guilty of that problem? The final result of a joyless existence is sad---a superhigh-level intensity, borderline neurotic anxiety, an

absence of just plain fun in one's work, a lack of relaxation, and the tendency to take ourselves much too seriously. We need to lighten up! Yes, spirituality and fun do go well together.

Scripture speaks directly to this issue, you know--especially the Proverbs: "A joyful heart makes a cheerful face, but when the heart is sad, the spirit is broken" (Prov. 15:13).

Amazing how that proverb goes right to the heart of the problem (no pun intended). We're not talking about a person's face here as much as we are about the heart. Internal joy goes

public. We can't hide it. The face takes its cue from an inside signal.

A well-developed sense of humor reveals a well-balanced personality. Maladjusted people show a far greater tendency to miss the point in a funny remark. They take jokes personally. They take things that are meant to be enjoyable much too seriously. The ability to get a laugh out of everyday situations is a safety valve. It rids us of tensions and worries that could otherwise damage our health.

You think I'm exaggerating the benefits? If so, maybe you've forgotten another proverb: "A joyful heart is good medicine, but a broken spirit

dries up the bones" (Prov. 17:22). Isn't that eloquent? Literally, it says, "A joyful heart causes healing." What is it that brings healing to the emotions, healing to the soul? A joyful heart. And when the heart is right, a joyful countenance accompanies it!

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Wellness ROI is Positive!

by Nicole Fallowfield, Member WCI Board of Directors & Director of Wellness for Gibson Insurance Group

Employers are taking note! According to the Wellness Council of America, the average return on investment for wellness programs is \$3 for every \$1 invested. It's because healthy people experience less sick time, take fewer disability days, and have a decreased risk of premature death. It comes as no surprise that more than 75% of employers' health care costs and productivity losses are related to employee lifestyle choices, according to the CDC.

Successful wellness and health management strategies begin with commitment from executive leadership. The commitment to invest in employees' health is not only monetary; it requires steadfast support and visibility among leadership. A willingness to provide participation incentives is another vital strategy. Without meaningful incentives, employees will be less likely to participate, resulting in missed

opportunities to identify health risks early.

At a minimum, comprehensive wellness programs should have the following components:

- Ability to assess risk at the individual level through biometric screenings and health appraisal questionnaires.
- Interventions that impact health behaviors and risks (e.g. education, coaching, referrals, and integration within the health plan).
- Data collection for benchmarking and evaluating outcomes (e.g. analysis of clinical outcomes, medical claims, and population risk trends).

Employers should strive to create a culture of wellness in the workplace with employees who are engaged and motivated to improve their health. When aligned strategically with other business goals, wellness can have a positive impact on the bottom line.



The 2009 Conference on Health & Productivity



**Mark Your
Calendar for
April 28, 2009,
Indianapolis
Marriott North!**

Sponsored by Neace Lukens, the 2009 event, *The Journey Continues*, is an exciting and expanded sequel to last year's *The Joy is the Journey*.

This conference, tailored for upper management professionals, has brought you internationally known and well-

respected expert speakers in the field of worksite health and wellness such as Dr. Dee Edington, Dr. Don Powell, Dr. Steve Aldana, Dr. David Gobble, & Dr. Michael Busk. **Neace Lukens proudly announces the keynote speaker for 2009, Dr. Judd Allen** (see biography below). Please watch your mail for the conference brochure!

For details contact Tom Goertemiller or Mike Campbell, 317-849-7650
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Judd Allen holds a Ph.D. in psychology from New York University. He is President of the Human Resources Institute, LLC, a research, publishing and consulting firm that focuses on the creation of supportive cultural environments. Judd teaches at Nebraska Methodist College serves on the editorial board of the American Journal of Health Promotion and is on the Board of Directors of the National Wellness Institute. Judd was a Senior Research Analyst and Memorial Sloan-Kettering Cancer Center and served on the faculty of Cornell University Medical College. He has authored more than 50 books, journal articles, training manuals and software titles. Judd has assisted over a hundred government, business and community settings to bring about lasting and positive culture change.

Wellness Council of Indiana – Board of Directors 2009

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Attention Members: Do you have a story about your company's wellness program or a special event that you would like to share? Please send your article or information to Carol Dixon, carol@wellnessindiana.org (please limit to 100-200 words).