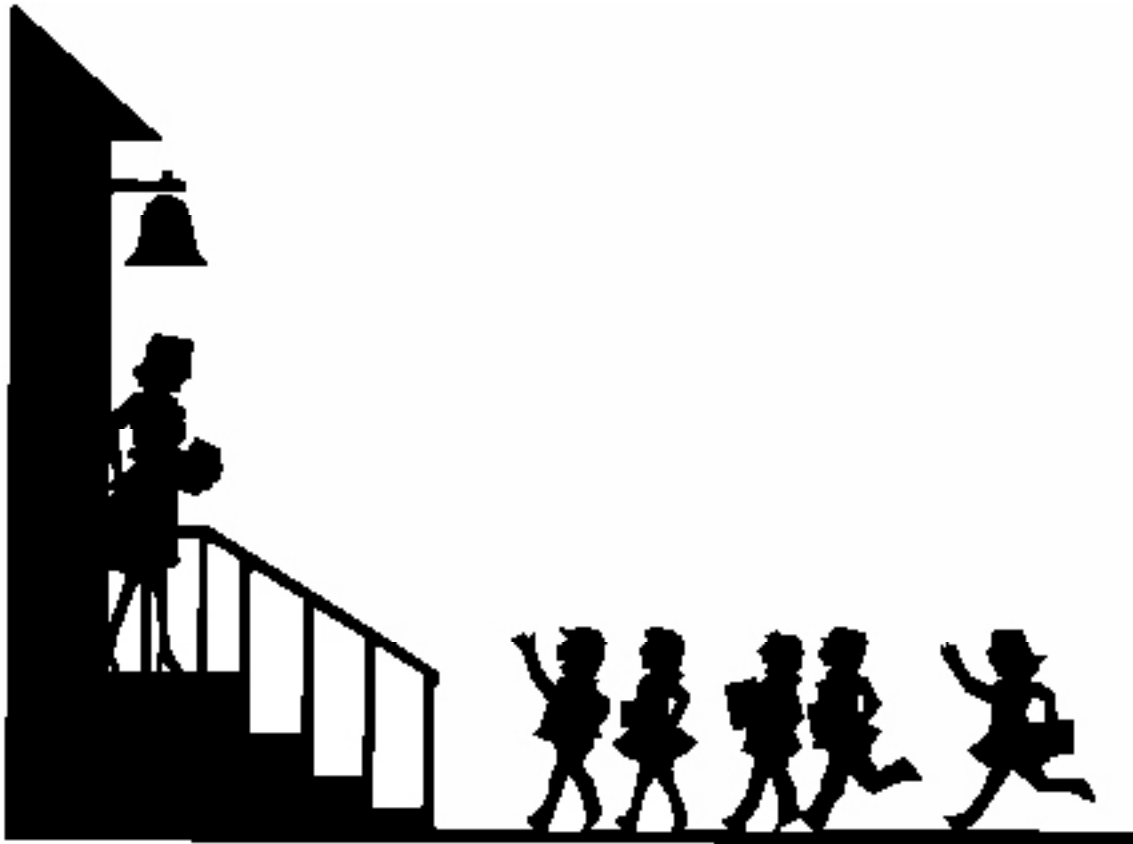


# **A Self-Care Guide for School Staff**

**Published by the North Thurston Education Association  
for  
NTEA, NTPA, NTAOTE and NTIA**



**North Thurston Public Schools**

**Student and Staff Support Services**

## **To All Our Colleagues:**

This guide is an effort of the district's Department of Student and Staff Support, Human Resources and the North Thurston Education Association. The intent is to provide all staff with a set of resources that will enhance wellness, reduce stress and maximize each person's ability to do the very hard and necessary work of helping our students learn.

At no other time have so many responsibilities been placed on those who will work in schools for both student academic achievement and for student social competence. Your work each day is extremely challenging, often overwhelming and many times rewarding. North Thurston Public Schools appreciate deeply the efforts that are made on behalf of students and their families by each employee of the district. This publication is to help you help yourself stay healthy and engaged with the very important work that you do.

The Department of Student and Staff Support welcomes your comments and/or suggestions on the Self-Care Guide. Please call us at 412-4466. We look forward to establishing fruitful relationships with all district personnel striving to ensure the education and health of our students.

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# Ten Steps to Relieve Your Stress

- 1. Identify the Stressors in Your School and in Your Home**  
Take the time to define what particular areas of work and non-work settings produce the most stress and anxiety for you. Think about where you feel most out of control, with whom you might have the greatest difficulty communicating, what time of day makes you most vulnerable to criticism or feeling badly about yourself, and when a combination of factors makes your coping most difficult. Controlling stress is impossible unless you define what its sources are.
- 2. Use Positive Self-Talk to Put Things in Perspective**  
This is when talking to yourself can be truly productive! If things aren't going well and you begin to feel overwhelmed, a serious talk with yourself can often reframe the situation and make you better able to cope. Instead of whispering, "Boy, I really messed up on this one," you might try muttering to yourself, "Things will surely get better. I'm doing the very best I can. Now, what should I be doing differently to improve the situation?" Hearing encouraging words from others is only a temporary fix; the most lasting reinforcement is when such words come from within you.
- 3. Learn and Practice Stress-Management Techniques**  
Try visualization and put yourself any place but where you might be when you feel particularly stressed. Do deep breathing and try to focus merely on your breaths going in and out, if even for five minutes. Withdraw from the situation or setting for a few moments physically, and close your eyes while you focus on something you enjoy thinking about. There are many tactics for managing stress, but none will come to mind when you need them unless you practice them!

4. **Build a Stress Resistance Reserve**

Some days are really better than others. When things are going well, you need to stockpile, preferably in writing, why you had such a productive day and what tools you might draw upon in the future, when inevitably, things won't go as well. Make sure that you have enough food, rest, and healthy relationships to add to your stress resistance account so you are better able to deal with demands when they appear.

5. **Recognize That the Past History of Relationships Cannot Be Erased**

This doesn't mean to forgive and forget all those with whom you might have had some conflict in the past. However, it does mean that although such unpleasant episodes might color your perception of those with whom you must work and live, you should not let that prevent you from continuing relationships with others and from working on those in which you may have been unsuccessful previously. Move on and don't dwell on past encounters – prepare yourself to have more positive future ones.

6. **Set Realistic Goals for Yourself**

Make sure that what you want to accomplish can actually be done in the amount of time you have, with the number of resources available to you. There is nothing more self-defeating and stress-inducing than setting yourself up for failure by establishing goals that are impossible to achieve.

7. **Place Daily Events in an Appropriate Context**

We have all had our most embarrassing moments when we wish the floor would open up and swallow us whole. At the end of each day, do a little accounting exercise and find something

good that happened to balance what was not so good. In most instances, time will make events fade and taking a particularly horrible episode out of context will make it much more stress inducing.

### **8. Take One Day at a Time**

Looking ahead can be devastating even to those with enormous stress-resistance reserves. Try to focus on the immediate day, hour, even minute, if necessary, and don't be diverted by worrying about what might happen in the future. Concentrate on the now!

### **9. Be Kind to Yourself**

Cut yourself some slack, go shopping, or buy an ice cream cone, or curl up with a good book, even if you do have forty other "more important" things to do. Treating yourself can go a long way to adding to your stress-resisting capacity.

### **10. Keep Your Sense of Humor**

It is easy to forget to laugh. No matter how bleak things appear, research has documented that those able to laugh and to joke survive stress with far less negative effects on their body and their minds. Remember to smile even though you may not want to; it often leads to laughter!



# Self Care Activities

## 1. **Get Enough Rest!**

This means a minimum of seven to eight hours of sleep a night. Trying to catch up on weekends or holidays does not work, nor does napping. Some people are able to nap for short periods during lunch or a break and awaken refreshed. This is often difficult for most individuals, however, but a good night's sleep is imperative.

## 2. **Eat a Balanced Diet**

What does this mean? We have been besieged with diets of every description and weight loss schemes that often just mean a temporary loss of pounds. Work every day on eating regular meals and at least one snack. Don't skip breakfast because you don't have time, or lunch because you have other things to do. That usually leads to binge eating later in the day or evening. Pack your lunch so you have it with you. Make a quick and nourishing breakfast drink in the blender. Plan in advance so you take in enough calories and make sure that these are high in complex carbohydrates and low in fat and sugar.

## 3. **Establish a Way to Exercise Daily**

Find a friend willing to exercise with you. Make an after dinner walk or early morning run a priority in your life. Join a health club or invest in exercise equipment to use at home. The release of endorphins associated with physical exercise has been demonstrated to produce a powerful sense of well being in those who exercise regularly.

#### **4. Give Yourself Some Personal Time**

Make sure you have time set aside just for you or for what you specifically enjoy. Whether that means a long, hot bath or a one-hour horseback ride, make the effort to carve out a place in your week dedicated to you and you alone.

#### **5. Strive for Laughter**

Laugh and smile; joke and tell funny stories; listen to others and enjoy their humor. Part of every day should be filled with joy. Strive to put the “fun” back into dysfunctional!

#### **6. Change the Scene**

Working and living in the same place year after year can become boring and lack stimulation. Take time to get away if only for an afternoon to someplace new or as yet unexplored, and take someone with you to enjoy it even more.

#### **7. Establish a Network of Friends**

Friends of all ages are a critical component of how we view ourselves and how others view us. Establishing a network of relationships, which will support and sustain you is time well spent. In turn, by giving to others, you will be adding to your stress-resisting reserve, for those friendships will nurture you when you need them most.

#### **8. Ask for Help**

Don't be afraid to seek help if you need it – for anything. There is always someone willing to listen and to respond to you if only they know you need some assistance.

#### **9. Hang On To Your Hobbies or Get Some**

Take up collecting stamps or birdhouses, or begin sewing or quilting. Make wood furniture, work on old cars, clip recipes, and grow beautiful flowers. Do whatever it takes to devote yourself to a particular area of interest and get more proficient in it.

**10. Treat Yourself**

Buy yourself that one extravagant item you have been lusting after. Make yourself a special dessert. Soak for an hour in a friend's hot tub. You deserve it!

**11. Practice Positive Imagery**

In your mind's eye, things should always work out great! Imagine the very best outcome to a situation – give yourself that position or raise. Thinking positively helps you act and feel positive, and that alone has an enormous impact on shaping how things truly turn out.

**12. Learn and Use Relaxation Techniques**

Whether you try yoga, breathing exercises, or visualization, relaxation tactics can be of enormous help to you in trying to establish or re-establish a sense of control and equilibrium.

**13. Work on Your Religious Faith**

Too often we don't take the time to think about a higher power and the meaning of spiritual well being. Efforts to do this do not require joining a specific church or religion, but do necessitate your willingness to explore this aspect of your mind.

**14. Consider Massage Therapy**

Now an accepted modality for treating stress-related illness and injuries of all kinds, massage therapy can be a rewarding and relaxing interlude in a busy week of work and home. Try short massages first and work your way up to a full body massage, or just have your neck and shoulders worked on – untying knots in muscles seem to untangle thoughts as well.

**15. See Your Physician for a Check Up**

Too often people neglect to get regular checkups. Simple physical maladies may be corrected through medical intervention and give you more energy for work and home. Your

health care providers can be a wonderful resource for your physical and emotional well-being. Use them!

**16. Look Into Support Groups or Other Services**

For some people, talking about issues or worries with others who share similar problems is helpful and necessary. There are numerous support groups and associated services in every community. Newspapers, social service offices, hospitals, and counseling centers are good resources for finding out about available groups and services.

**17. Give Yourself Permission to Grieve**

Take the time to ponder your losses and to grieve over those. In turn, make sure you celebrate your successes and share these with others.

**18. Put Things in Perspective**

Abraham Lincoln once said, “Most folks are about as happy as they make up their minds to be.” Don’t let adversity get you down. Try to work on reframing situations so they can be resolved instead of letting them diminish you. One failure to reach a student or a colleague does not establish a pattern. Instead view it as an opportunity to learn how to be more effective the next time!



# Alcohol / Drugs / Tobacco

ALCOHOLICS ANONYMOUS (AA) 352-7344  
Referral and support for people seeking recovery from alcohol abuse.

AL-ANON AND ALATEEN 352-7745  
For family members of adult alcoholics. A support and resource group.

ALTERNATIVES PROFESSIONAL COUNSELING 357-7986  
Substance abuse/chemical dependency treatment for adults, families, and adolescents.

BEHAVIORAL HEALTH RESOURCES -- Recovery Services 704-7170  
Outpatient individual counseling and group therapy for chemically dependent adults and adolescents.

CRISIS CLINIC 586-2800  
24-hour anonymous and confidential crisis intervention and referral for anyone who is using or abusing substances or is affected by a user.

NARCOTICS ANONYMOUS 754-4433  
Support in becoming and staying free from drug dependence.

PROVIDENCE ST. PETER CHEMICAL DEPENDENCY CENTER 456-7575  
Assessment, information and treatment of chemical dependency for adults and adolescents over the age of 12.

THE RIGHT STEP 923-9585  
Assessment and treatment for youth with chemical dependency problems.

TOBACCO FREE THURSTON COUNTY--TOGETHER! 493-2230  
Referral to tobacco cessation programs.

# Educational Opportunities

## COMMUNITY ENRICHMENT

491-8497 (evenings)  
or 491-5654 (evenings)

Coursework in diverse areas including computer skills, foreign language, cooking, arts and culture with day trip opportunities as well.

## SAINT MARTIN'S COLLEGE

491-4700

Undergraduate and graduate degrees in liberal arts, education and related fields. Opportunities to enroll in continuing education offerings for credit.

## SOUTH PUGET SOUND COMMUNITY COLLEGE 754-7711

College technical and trades programs; continuing education; parenting skills; GED preparation, and personal development. Special interest coursework as well as liberal arts offerings. Programs for adults who wish to improve their skills in reading, writing, math, social studies, and science.

## THE EVERGREEN STATE COLLEGE

866-6000

Undergraduate and graduate degrees in liberal arts and education.

## WORKFIRST/CUSTOMIZED JOB SKILLS TRAINING 754-7711 ext. 5401

Designed to assist people experiencing career and life transitions. Skills in job searching, interviewing, resume building, and computer experience provided.

# Health Care Resources

## AIDS HOTLINE

342-2437

Information, referrals and pamphlets.

## CAPITAL MEDICAL CENTER

754-5858

Both in-patient and ambulatory care services. Multi-specialty groups of physicians and other health care providers available for care across the lifespan.

## SEA MAR DENTAL CLINIC

493-7230

## PROVIDENCE ST. PETER HOSPITAL

for appointments

Family practice physicians and nurse practitioners provide primary health care for the entire family; people with all levels of income are accepted.

## MEDIC ONE

911 for Emergencies Only

704-2780

Administrative Office

Emergency medical service to provide pre-hospital and advanced life support to persons experiencing life threatening medical emergencies.

## PLANNED PARENTHOOD OF THURSTON COUNTY

754-5522

Women's health care, family planning, pregnancy-testing referral. Sexually transmitted diseases (STD) testing. HIV/AIDS testing for males and females.

## THURSTON COUNTY HEALTH DEPT.

786-5581 or 786-5583

Immunizations, HIV/AIDS consultation, family planning clinic, maternity support services, rural health services, sexually transmitted disease clinic, W.I.C. (Women, Infants & Children) supplemental food program.

## WASHINGTON POISON CENTER

1-800-732-6985

Detailed information on potential poisoning and toxic exposures. Emergency instructions about what to do in case of poisoning or overdose.

# Mental Health Options

BEHAVIORAL HEALTH RESOURCES 704-7170  
Mental health services including counseling, support services and chemical dependency.

CATHOLIC COMMUNITY SERVICES  
COUNSELING PROGRAM 583-1583  
Provides individual couple, family, parent/child and group counseling.

CRISIS CLINIC 586-2800  
24-hour anonymous and confidential phone crisis intervention/referral to more than 600 resources.

MONARCH CHILDRENS JUSTICE AND  
ADVOCACY CENTER 923-1884  
Assistance and support for children of all ages who have been sexually abused. Both individual and group support options are available. Information for adults who have been sexually abused as children is also available.

SAFEPLACE: RAPE RELIEF AND WOMEN'S 754-6300  
SHELTER SERVICES 1-800-364-1776 (24-hour Crisis Line)  
Aid to victims of sexual assault; help to women and children who have been physically, emotionally or sexually abused by someone close to them, and need to leave their homes. All services are free.

CRISIS RESOLUTION SERVICES 754-1338  
Outreach for those experiencing mental health emergencies. Telephone intervention; face-to-face assistance; referral and follow-up services.

WASHINGTON ALLIANCE FOR THE 1-800-782-9264  
MENTALLY ILL (WAMI) (9:00 a.m. – 5:00 p.m., M-F)  
Support and advocacy for severely, mentally ill individuals and their families. Educational forums monthly; information and referral 24 hours a day.

# Family / Parenting Support

## CHILD CARE ACTION COUNCIL

754-0810

Parent consultation on choosing quality childcare centers and homes. Referrals to licensed childcare providers. Also assistance to parents of children with special needs.

## CHILDREN AND FAMILY SERVICES – YMCA

705-2642

357-6609 (Downtown Olympia)

753-6576 (Briggs)

Before and after school child care at over 30 elementary school sites. Financial assistance is available. Department of Social and Health Services (DSHS) and other state paid programs are accepted.

## COMMUNITY ACTION COUNCIL

438-1100

Source of information on diverse resources in Thurston County.

## FAMILY HELP LINE

1-800-932-467

For any parent needing emotional support or resource information.

## PARENT EDUCATION CLEARINGHOUSE

### FAMILY SUPPORT CENTER

754-2629

This is a free quarterly newsletter providing information about community parenting classes, workshops and support groups in Thurston County and surrounding area. Call to request a copy or be placed on a mailing list.

## P-FLAG – PARENTS, FAMILIES AND FRIENDS OF LESBIANS AND GAYS

866-0511

for information

Provides support, education, advocacy and opportunities for dialogue about sexual orientation. Support group for family members and friends of lesbian, gay, or bisexual individuals.

## PARENT-TO-PARENT SUPPORT PROGRAM OF THURSTON COUNTY

352-1126

Emotional support and information to parents/guardians of children with disability or chronic illness; social/recreational events, resource library, newsletter, workshops, and seminars.

## THURSTON COUNTY MEDIATION PROGRAM

709-3201

Help with discussing and solving problems related to parenting children. Custody and visitations issues addressed.

# Recreational Opportunities

<u>BALLY'S TOTAL FITNESS</u> Fitness programs, racquetball and weight training.	438-2800
<u>COMMUNITY ENRICHMENT</u> Non-credit classes and leisure time activities for youth and adults.	491-5654 FAX 491-8497
<u>GOLD'S GYM</u> Circuit training, personal training, aerobics classes, cardiovascular equipment.	352-2533
<u>HARLEQUIN PRODUCTIONS</u> Opportunities for acting, stage production	786-0151
<u>JOHANSEN SCHOOL OF BALLET</u> Jazz dancing, modern dance, all levels of ballet and tap classes.	943-8011
<u>LACEY PARKS AND RECREATION</u> Offers swimming lessons, tours, cultural, sports, outdoor and fitness activities for ages infant through adult.	491-0857
<u>OLYMPIA LITTLE THEATER</u> Theater production and stage work opportunities.	786-9484
<u>OLYMPIA PARKS, RECREATION AND CULTURAL SERVICES DEPARTMENT</u> Over 100 classes and activities for infants through adult, including art enrichment, exercise, tours and outdoor events.	753-8380
<u>THURSTON COUNTY PARKS AND RECREATION</u> Recreation, education and outdoor activities with programs serving physically and developmentally disabled persons.	786-5595
<u>TUMWATER PARKS AND RECREATION</u> Recreational and educational programs, activities and events for children and adults.	754-4160
<u>TUMWATER VALLEY MUNICIPAL GOLF COURSE</u> Grass driving range; chipping and putting greens; private and group lessons.	943-9500
<u>VALLEY ATHLETIC CLUB</u> Swimming, exercise facilities, indoor and outdoor tennis courts, personal fitness program and trainers.	352-3400
<u>WASHINGTON STATE PARKS AND RECREATION COMMISSION</u> All kinds of instruction in boating; resource for information on marine activities in Puget Sound.	360-920-8844
<u>WESTSIDE ATHLETIC CLUB</u> Step aerobics, free personal training, yoga, Nautilus.	754-8686
<u>YMCA: SOUTH SOUND</u> Activities for ages infant through senior citizens including swimming, clubs, fitness, sports and parent education.	357-6609

## **RISK FACTORS FOR DEPRESSION:**

- Prior episodes of depression
- Female gender
- Family history of depressive disorder
- Prior suicide attempts
- Age of onset under 40
- Medical conditions that are chronic in nature
- Postpartum period
- Lack of social support
- Stressful life situations
- Current abuse of alcohol or drugs

## **SIGNS AND SYMPTOMS OF DEPRESSION:**

- Loss of interest in usual activities
- Changes in appetite or weight
- Inability to sleep or sleeping for longer periods each day
- Feelings of worthlessness or guilt
- Difficulty concentrating or making decisions
- Recurrent thoughts of death or suicidal ideation
- Stubborn resistance to the suggestions, orders or instructions of others
- Persistent sadness or frequent crying
- Self-deprecating, guilty or self-blaming comments
- Expressions of hopelessness
- Decreased attentiveness to one's physical appearance or to one's tasks
- Decreased energy
- Change in sexual interest and activity

There is no one cause of depression. Although researchers have found that depression tends to run in families, some type of chemical imbalance is often present. Neurotransmitters are substances found in the brain, which allow brain cells to communicate with others. In depression, there is a deficiency in these chemicals, which causes irritability, anxiety, fatigue and insomnia. Often major losses or stressors precipitate a depressive illness.

Today, medications are utilized with great success at treating the underlying chemical imbalance often associated with depressive illness. These medications do not solve the stressors or problems that might have precipitated the illness, but they do restore energy to the individual to deal with those issues. Medications can take from four to six weeks to have an effect and often have to be changed until the desired response is obtained. Psychotherapy is also recommended and a combination of both medication and counseling usually relieves the symptoms of depression in weeks.

# Help for Your Students

## *Where Do I Go to Get Help With a Student?*

<b>What if a Student:</b>	<b>Resource</b>
Has an obvious learning problem?	School Psychologist or School Counselor
Has no money for food or clothing?	School Counselor or Interventionist or District's Homeless Liaison
Shows signs of abuse or neglect?	School Counselor, Interventionist or Principal
Acts out repeatedly in class?	Principal or Assistant Principal
Appears to be using drugs/alcohol?	Principal or Assistant Principal
Needs to see an M.D. or health care provider?	School Nurse
Confides in you that she is pregnant?	School Nurse
Appears to be gaining or losing large amounts of weight?	School Nurse
Requires medication while at school?	School Nurse
Is threatened by another student?	Principal or Assistant Principal
Has a significant drop in grades?	School Counselor or Interventionist
Has personal hygiene problems?	School Nurse
Is increasingly withdrawn in classes?	School Counselor, Nurse, or Interventionist
Tells you the he/she has contemplated suicide?	School Counselor or Interventionist

# Help For Yourself or a Colleague

## Where Do I Go to Get Help for Myself or a Colleague?

<b>What if you or a colleague:</b>	<b>Resource</b>
Want to start an exercise program?	M.D. or Health Care Provider
Feel unable to cope with day-to-day work at school?	Principal or Health Care Provider
Have suffered a series of losses over several months?	School Nurse, Counselor or Interventionist for referral
Need a source of health care?	School Nurse for referral
Have gained or lost more than 10 pounds without trying in the last six months?	M.D. or Health Care Provider
Have become less accepting of co-workers and more irritable?	School Nurse, Counselor or Interventionist for referral
Are having trouble sleeping?	M.D. or Health Care Provider
Are overwhelmed with emotional or family problems?	Principal, School Nurse, Counselor or Interventionist for referral
Have increasing problems with your own children's behaviors?	Pediatrician or Family Physician
Are drinking or taking larger doses of medications prescribed for pain or anxiety?	School Nurse, Counselor or Interventionist for referral
Are unable to laugh or joke?	School Nurse, Counselor or Interventionist for referral
Cannot plan for classes?	Principal or Asst. Principal
Need to take some time off?	Principal

# **WEA Chinook Peer Support Program**

WEA Chinook's Peer Support Program offers help to certificated and classified employees.

Does something this year have you tied in knots?

New grade level?  
New job?  
New school?  
New subject?  
New supervisor?  
Classroom management?  
Discipline?  
Inclusion?  
Organization?  
Scheduling?

What can the Peer Support Program do for you?

- It is a self-referral program
- It provides confidential assistance
- It provides experienced mentors from other districts

For further information, write or call the WEA Chinook or see your local president for an application.



**WEA Chinook**  
5220 Capitol Boulevard  
Tumwater, WA 98501-4419  
Phone: 360-943-1776 or  
1-800-244-0147  
FAX 360-943-0675

## THE POWER OF APPLAUSE

Assemblies, school plays, recitals, graduations – growing up there were at least annual occasions for ovations. As an adult, I frequently give applause, sitting in audiences, pounding my hands noisily to show my support for singers, lecturers, writers, athletes, and actors. Yet my personal life seems curiously devoid of such tangible appreciation. And so, I miss out on generous encouragement and enthusiastic support.

In the interests of those of us who want praise, I've developed a scenario for such days: a day of two hands clapping. Here's how it might work.

I drive my children to school. As they collect their book bags, their extra tennis shoes, the book report that has already fallen in the mud, a team of mothers surrounds my car. "Great job of getting your kids to school on time," they say, applauding approvingly. A phalanx of teachers lines the school's front hallway, clapping for the kids: "Thanks for agreeing to come in for learning," they cheer.

At work, my associates give me a standing ovation when I arrive. "You are so responsible," they say. I bask in the praise.

At the end of the workday, I drag myself through the grocery store. As I leave, the checkers and sackers stop to give their approval. "Fabulous food gatherer," they say encouragingly.

Do I really want to cook dinner after I've been solving problems, talking on the telephone, managing meetings all day? Sure, because as I carry the food to the table, my family applauds. After the meal, before they clear the table (yes, it's fantasy, but so what?) they give me a standing ovation. No wonder I'm thumbing through back issues of Gourmet magazine.

Applause can boost us at the dry cleaner and the accountant's office. Why should the dentist's receptionist sit quietly behind her desk, giving me only a minimal nod when I arrive for my appointment? What if she stood up and cried, "Bravo! Congratulations on your commitment to dental hygiene!"

There could be applause stations on street corners and in office buildings. We'd take turns clapping for one another, acknowledging how wonderful we are. One day a month should be designated National Applause Day. On this day, we'd cheer and be cheered. We'd practice taking long, sweeping bows and saying, "Thank you, thank you," in lovely, gracious voices.

Perhaps we could even learn to clap for ourselves?

- Source: Shouse, D. (1995, May 1). "The Sound of Two Hands Clapping." Newsweek.

# Community Partnership Coalition

## District Members

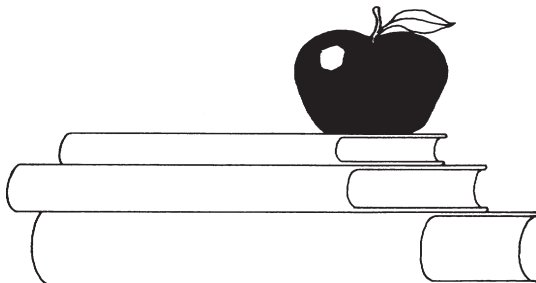
Jackie Crowley (District Office)  
Gary Culbertson (Lacey)  
Aaron Darragh (Pleasant Glade)  
Maddy deGive (District Office)  
Donna Friedrich (Pleasant Glade)  
Debby Gaffney (District Office)  
Gwen Harfst (Lydia Hawk)  
Kathy Hoover (Mt. View, Lydia Hawk & Lakes)  
Bob Howard (Lydia Hawk )

Renee Jackson (No. Thurston &  
Komachin)  
Debbie Kilcup (Woodland)  
Debbie Lafever (Lacey)  
Patty May (South Sound)  
Paula Quinn (Lydia Hawk)  
Greg Rolen (Chinook)  
Teresa Scott (Seven Oaks)  
Anna Wilson (Nisqually)

## Community Members

Mary Brown  
Renee Buell  
Patricia Coloma  
Mary Dean  
Sara Dotson  
Gary Enns  
Mike Fenton  
Sunnie Frank  
Shawn Harris  
Monica Lyons  
Tim Ossa McLeod

Debbie Mealy  
Jacque Moore  
Nels Nelson  
Kathy Owen  
Andrea Parrish  
Wes Pruitt  
Mary Segawa  
Gwendolyn Schneider  
Margit Stakkestad  
Kristi Strup  
John Suessman  
Howard Winkler



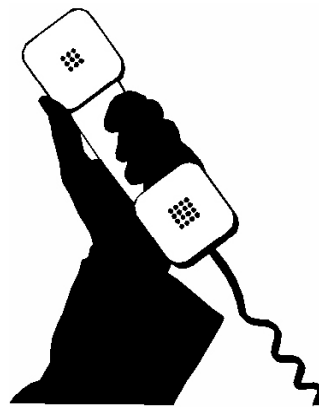
# ***WHO TO CALL FOR HELP***

**Blue Cross  
Customer Service  
1-800-345-6784**

**Crisis Clinic  
HELP Line  
586-2800**

**Group Health  
Consulting Nurse  
1-800-297-6877**

**Health Plus Nurse Line  
1-800-841-8343**



**FOR WEA LOCAL MEMBERS**