

2014 Entry Form
(Complete one for each entry.)

Fill out the entry name *exactly* as you want it listed in the program.

Entry Name **Journey to Wellness – A Better Way of Living, One Step at a Time**

HFA **Virginia Housing Development Authority**

Submission Contact **Brian Matt**

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Qualified Entries must be received by **Tuesday, July 1, 2014.**

For more information about Qualified Entries, [click here to access the 2014 Entry Rules.](#)

Use this header on the upper right corner of each page.

HFA **Virginia Housing Development Authority**

Entry Name **Journey to Wellness – A Better Way of Living, One Step at a Time**

Communications	Homeownership	Legislative Advocacy	Management Innovation
<input type="checkbox"/> Annual Report <input type="checkbox"/> Promotional Materials and Newsletters <input type="checkbox"/> Creative Media	<input type="checkbox"/> Empowering New Buyers <input type="checkbox"/> Home Improvement and Rehabilitation <input type="checkbox"/> Encouraging New Production	<input type="checkbox"/> Federal Advocacy <input type="checkbox"/> State Advocacy	<input type="checkbox"/> Financial <input checked="" type="checkbox"/> Human Resources <input type="checkbox"/> Operations <input type="checkbox"/> Technology
Rental Housing	Special Needs Housing	Special Achievement	Are you providing visual aids?
<input type="checkbox"/> Multifamily Management <input type="checkbox"/> Preservation and Rehabilitation <input type="checkbox"/> Encouraging New Production	<input type="checkbox"/> Combating Homelessness <input type="checkbox"/> Housing for Persons with Special Needs	<input type="checkbox"/> Special Achievement	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

Virginia Housing Development Authority
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“Without VHDA’s Health & Wellness Centers and my awesome physical therapist, I’m not sure how I would have been able to continue my exercise regimen and strength training after several back-to-back personal injuries.”

Karen Raab
VHDA Sr. Systems Administrator

Brief Description

Health and wellness became an important Authority-wide initiative for VHDA, and several factors contributed to the decision to integrate this initiative into our organizational culture. We partnered with one of the top “health conscious” benefit vendors to administer our medical insurance plans, surveyed our associates to gather their insights around health and wellness, formed a Health & Wellness Committee, and embarked on our “Journey to Wellness.” VHDA’s health and wellness strategy includes several exciting programs and initiatives.

When/Why It Was Undertaken

VHDA employs 317 associates, and over half of our workforce is female with an average overall associate age of 50. The decision to integrate health and wellness into our organization came at time of continuous rising healthcare costs, high utilization among our associate population, and several looming changes surrounding healthcare reform. Change was inevitable if we were to remain insurable and continue offering competitive benefit plans to our associates.

What VHDA Has Accomplished

Strong leadership support

VHDA’s leadership strongly supports the efforts of the Health & Wellness committee, known as “Journey to Wellness.” Our Executive Director invited associates to “Zumba” with her during our evening exercise classes. She also initiated a friendly competition with another leadership team member during our most recent workplace challenge – “Half Ton of Fun.” This challenge offers the opportunity to lose 1000 pounds as an organization as well as other wellness initiatives to encourage healthy lifestyle choices.

Meeting associates where they are on their journey to wellness

Since we realize that every associate may be in a different place on his or her own journey to wellness, an associate volunteer-based committee, “Journey to Wellness,” helps decide the programs and initiatives that we offer. Also, VHDA offered biometric screenings and health assessments in 2012 and one in 2014. Over half of our associates participated in both screenings. Participation creates awareness of our risk factors as an organization and highlights areas that need to be addressed.

Free Annual Flu Vaccine Clinics

Associates enrolled in our medical plans and their covered dependents are eligible to receive a flu vaccine free of charge during our annual flu vaccine clinics. We usually administer over 150 vaccines each year.

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Lifestyle Management Programs

Our medical vendor offers several online programs to assist associates with areas they may need assistance with – tobacco cessation, weight and stress management, and other online resources. Our vendor also provides coaches to help associates stay on track through regularly scheduled telephone calls.

On-site Health & Wellness Centers

VHDA has three Health & Wellness Centers and offers classes at two of our locations. Each center offers treadmills, elliptical training machines, weight machines, and other work out equipment. We have 264 associates enrolled in our Health & Wellness Centers, and challenges are offered throughout the year to encourage friendly competition among associates. More than 200 associates are enrolled in our “Half Ton of Fun” challenge, and so far we have lost 412 pounds as an organization.

Lunch & Learns

Lunch & Learns are offered frequently and attendance varies by topic (10-20+ associates per session). We currently have 25 associates enrolled in a 3-week detox program with a focus on eating properly and ridding the body of toxins. Our new café vendor offers healthier food options and strongly advocates for nutritional education.

On-site Weight Watchers meetings

Two onsite Weight Watchers sessions have been held and a subsidy was offered to encourage participation, with 23 associates participating in the first Weight Watchers session, and 15 associates participating in the second session.

10k/5k participation subsidies

Associates are reimbursed for their participation in select 10k/5k events. There have been as many as 15 associates at a time participating in these walks, and close to 50 associates have participated in total.

“Caught in the Act!” Program

Associates nominate co-workers “caught in the act” of making healthy lifestyle choices, such as going for walks, working out in the gym, or eating properly. Nominees receive prizes for their health and wellness efforts, and to date we have had 20 associates chosen as winners in the program.

Blood pressure monitors at all locations

Blood pressure monitors are located at each of VHDA’s three locations, and tracking sheets and educational sheets are provided for associates.

Why it is Meritorious and Meets NCSHA Judging Criteria

Innovative

We seek feedback from our associates to provide guidance on planning wellness initiatives – we found that if they ask for it, they are more likely to participate in it.

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Replicable

Our initiatives can be easily replicated by any HFA; however, seeking input from your associates might better meet the needs of your HFA, as your culture may be different. The takeaway is to follow our process, but develop programs that work for you.

Responds to a management challenge or opportunity

Management strongly supports health and wellness and plays an active role in our initiatives. This makes program implementation a much smoother process. Based on the success of our wellness journey thus far, we are clearly making strides in a positive direction given the challenge set before us by management.

Achieves measurable improvements in agency operations

VHDA's health and wellness efforts have been quite a success. Our medical vendor's clinical advocacy programs identified 71.2% of our population as needing assistance and they have engaged 43.9% of them. This means associates are using our Lifestyle Management programs and our vendor offerings to manage their health. Well visit completion rate for adults increased from 46.0% to 50.5%, compared to the norm of 34.1%. We are above the norm on all of our cancer screenings. Also, 97.5% of our associates have indicated a desire to improve their health over the next six months.

Provides benefits that outweigh costs

VHDA has a wellness fund to cover some of the program costs outside of our wellness budget. We give much thought to our benefit offerings and employer paid costs to encourage our associates to get preventive exams and tend to their healthcare needs.

Demonstrates effective use of resources

By stressing preventive healthcare, VHDA's leadership helps ensure a workforce that is healthier, happier, and more productive. Also, "Journey to Wellness" members play a huge role in developing programs, sharing associate feedback, and being advocates for health and wellness in the workplace.

Achieves strategic objectives

The partnerships formed with VHDA's health benefit vendors and our associates, combined with all of our health and wellness efforts, supports VHDA's strategic goals by fostering an environment that embodies VHDA's guiding principles. These principles include being collaborative, creative, and customer-focused. If our associates are healthy and happy, then they are better able to accomplish VHDA's mission and vision.

Conclusion

VHDA's biometric screenings and health assessments "tell a story" about our risk factors and indicate what areas to target with education. Knowing the issues helps us to engage our associates in relevant programs and provide improved health outcomes over time. Several associates have joined our Health & Wellness Centers and they are finding buddies and forming workout teams for support. Associates are playing an active role in their healthcare, and we are clearly making a difference and helping achieve a better way of living, one step at a time.

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Journey to Wellness – A Better Way of Living, One Step at a Time

The screenshot shows the 'Journey to Wellness' intranet page for the Virginia Housing Development Authority (VHDA). The page has a blue header with the VHDA logo and 'The ZONE' branding. A navigation bar includes links for 'About Us', 'News & Events', 'Human Resources', 'Development & Learning', 'Workplace Resources', and 'Community'. Below the navigation bar, the page title 'Journey to Wellness' is displayed with the tagline 'A Better Way of Living, One Step at a Time.' A large yellow banner features the text 'Half Ton of Fun' and an image of a red apple on a scale. The main content area is divided into several sections: 'Mission' (fostering a healthier workplace), 'Vision' (improving overall health), 'Events' (calendar icon), 'Resources' (list of health organizations), 'Newsletter' (list of newsletters), 'Wellness Committee' (list of members), 'Want to Share a Health & Wellness Mobile App?' (submitting apps), and 'Got a Health & Wellness Testimony?' (submitting stories). The footer includes social media icons for Facebook, YouTube, LinkedIn, Google+, and others, along with the VHDA logo and copyright information.

Site Actions Flood, Tricia

VHDA The ZONE associateFinder Search this site...

About Us News & Events Human Resources Development & Learning Workplace Resources Community

Home > Community > Health & Wellness Text Size: A- A A+ | Print

Journey to Wellness

A Better Way of Living, One Step at a Time.

Half Ton of Fun

Join the challenge and help VHDA become a healthier workplace. [Click for additional details.](#)

Mission

Our mission is to create a health & wellness program that will foster an environment where associates will participate and make healthy lifestyle choices.

Vision

Our vision is to have a program that will provide educational opportunities and initiatives to improve the overall health of our associate population by comparing measurable outcomes over time.

Events

No active messages are currently available. Please check back regularly for updates.

Resources

- American Heart Association
- American Cancer Society
- American Stroke Association
- Startwalkingnow.org
- Cigna HealthCare 24-Hour Health Info Line
- REACH EAP & Workplace Solutions
- MyCigna.com
- BMI (Body Mass Index) Calculators
- Take the Simple 7 Challenge
- Delta Dental of Virginia Blog
- Couch to 5K

Newsletter

- Cigna
- Wellness Center Newsletter
- Aramark Newsletter
- REACH Frontline Newsletter

Wellness Committee

- Blankenship, Barbara
- McRae, Bonnie
- Puller, Cindy
- Mezera, Geraldine
- Sloan, Jan

Want to Share a Health & Wellness Mobile App?

You can now share with others in the Authority mobile applications that you find useful in promoting a healthy lifestyle. The applications might track exercise routines or fitness activities, assist in managing nutrition and eating habits, or remind you of medication schedules. All apps submitted must be health and wellness related and will be evaluated for appropriateness before being published on VHDA Zone. [Submit](#) your recommendation.

- [Recommended Health & Wellness Apps](#)

Got a Health & Wellness Testimony?

Journey to Wellness is looking for associates that have a health & wellness testimony they wish to share. Your story might be the encouraging word that another associate needs to read about to assist them in reaching a health & wellness goal. If you have a story that will encourage, uplift, and provoke others to pursue a healthier lifestyle, [submit](#) it to Tricia Flood. All testimonies submitted will be evaluated for appropriateness before being published in the Press/VHDA Zone.

- [Health & Wellness Testimonies](#)


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A dedicated Health & Wellness intranet page – the page is dedicated to all things health and wellness related, and serves as a one-stop shop for our associates.

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Learning Center

[Site Map](#) | [My Messages](#) | [Shopping Cart \(0\)](#) | [Site Help](#)

[My Workspace](#) | [Learning Center](#) | [Reference Center](#) | [Collaboration Center](#) | [Administration](#)

[Home](#) >> [Learning Center](#) >> [Course Catalog](#)

Course Catalog ?

Search for courses and curriculums and enroll in them. Depending on the system's configuration, enrollment may be automatic.

To perform a search, enter keywords in the Search Text field. Then make selections using the search criteria options, and click Search. Use the Advanced Search link to enter more specific search criteria for your search.

Search Text

All words ▾

[Advanced Search](#) | [Calendar View](#) | [Print Version](#)

Records found: 18
The maximum returned results from a search is 200 items. If your expected result is not listed in the results below please define your search by adding text to the 'Search Text' box or using the 'Advanced Search' link, when applicable.

		Title	Delivery Method	Rating
		Devising an Effective Corporate Wellness Program <i>Lifestyle-related illnesses cost companies billions each year. To combat this rising health crisi...</i>	Online	☆☆☆☆☆
		VHDA Health & Wellness for Today's Women <i>A broad range of topics will be covered such as the following: latest gynecological care, cancer ...</i>	Classroom	☆☆☆☆☆
		VHDA Nutrition Basics Lunch-n-Learn Workshop <i>Participate in a lunch-n-learn workshop with Nutritionist Tina Shiver to learn about portion size...</i>	Classroom	☆☆☆☆☆
		Wellness: Blood Pressure Control <i>High blood pressure affects more than 65 million American adults. That's one out of every three a...</i>	Online	☆☆☆☆☆
		Wellness: Cholesterol Reduction <i>You can successfully reduce your cholesterol. Understanding what your cholesterol levels mean and...</i>	Online	☆☆☆☆☆
		Wellness: Creative Thinking <i>Creative thinking is the difference between success and failure. There is no other set of skills ...</i>	Online	☆☆☆☆☆
		Wellness: Fitness Primer <i>The benefits of physical exercise are numerous and significant. Few people would argue this point...</i>	Online	☆☆☆☆☆
		Wellness: Interpersonal Communication <i>Communication skills are important. We all encounter situations every day in which we misundersta...</i>	Online	☆☆☆☆☆
		Wellness: Introduction and Self-Assessment <i>The first step to a healthier lifestyle is to know where you are relative to where you would like...</i>	Online	☆☆☆☆☆
		Wellness: Job Satisfaction <i>Job satisfaction is one of the best predictors of longevity and overall happiness. Very few peopl...</i>	Online	☆☆☆☆☆

1 2 > Last
Page Size: 10 ▾

Associates can take online health & wellness classes on our Learning Center and print certificates of completion.

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VHDA provides full Health & Wellness Centers to its staff. VHDA employees are able to access each center, free of cost. We provide daily group classes including Boot Camp, Zumba, Yoga, and Pilates.

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Cooking Light with Carlo –

Associates had the opportunity to watch our chef prepare a healthy meal, discuss the ingredients, and sample the final product. Yum!



VHDA reimburses associates for participation in local 10k and 5k races. Several associates (pictured above) participated in the Virginia War Memorial's 5K.



On February 22, 2014, all employees were provided a free health screening. The Health Screening provided employees an opportunity to have their blood lipids checked and meet with a personal health coach to review their results.

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Blood pressure monitors are located at each of our locations for associate use. Tracking sheets and informational sheets are available for associates as well.



VHDA was awarded the Fit Friendly Worksite Award from the American Heart Association for its health and wellness efforts in 2013 and again in 2014.

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A VHDA associate getting his ride on!



Chair massages are available on a weekly and bi-weekly schedule at a nominal cost to our associates. Anywhere from six to 26 associates sign up for the weekly and bi-weekly massages.

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Associates joining forces and getting a good walk in during their lunch break.