

# NCSHA 2016 Annual Awards Entry Form

(Complete one form for each entry)

**Deadline: Wednesday, June 15, 2016**

Visit [ncsha.org/awards](http://ncsha.org/awards) to view the Annual Awards Call for Entries.

**Instructions:** Type entry information into the form and save it as a PDF. Do not write on or scan the form. If you have any questions contact [awards@ncsha.org](mailto:awards@ncsha.org) or 202-624-7710.

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

**Entry Name:** \_\_\_\_\_

**HFA:** \_\_\_\_\_

**Submission Contact:** (Must be HFA Staff Member) \_\_\_\_\_ **Email:** \_\_\_\_\_

Please provide a 15-word (maximum) description of your nomination to appear on the NCSHA website.

\_\_\_\_\_

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

**HFA:** \_\_\_\_\_

**Entry Name:** \_\_\_\_\_

\_\_\_\_\_

**Select the appropriate subcategory of your entry and indicate if you are providing visual aids.**

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



# **2016 NCSHA**

## **Award Submission**

**ENTRY NAME:**

**Journey to Wellness**

**ENTRY CATEGORY:**

**Management Innovation**  
**Human Resources**

*“As a member of VHDA’s Journey to Wellness Committee, it’s been great to see so many of our associates taking advantage of the program through cardio exercises, yoga, or weight training. In fact, without this program, I personally would not have known to watch my blood pressure. Because I was required to check my pressure some years ago during a biometric screening offered through the program, I now monitor it on a regular basis. Being a health conscience individual, I appreciate working for an organization that provides such great benefits – not only in healthcare, but in tools I can personally use to maintain a healthy life.”*

*Tina McDowney  
Journey to Wellness Committee Member*

### **Brief Description**

Improving the health and wellness of associates is an important authority-wide initiative for VHDA, and several factors contributed to the decision to integrate this initiative into our organizational culture. We began by partnering with one of the top “health conscious” benefit vendors to administer our medical insurance plans, surveying our associates to gather their insights around health and wellness, forming a Health & Wellness Committee, and embarking on our “Journey to Wellness.”

Participating in the program gives associates the opportunity to be rewarded for completing initiatives that help achieve or maintain good health. There are a variety of initiatives within the program designed to help associates feel better, live longer and have fewer health complications.

VHDA’s health and wellness strategy includes several exciting programs and initiatives which are described below.

### **Why It Was Undertaken**

VHDA employs more than 340 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 a time of continuous rising healthcare costs, high insurance utilization among our associate population, and several looming changes surrounding healthcare reform. A multi-faceted strategy was needed to continue offering competitive benefit plans to our associates and maximize efficiency by reducing lost days due to medical issues.

We wanted to create a health and wellness program that fosters an environment where associates will participate and make healthy lifestyle choices. Our vision is to provide educational opportunities and initiatives to improve the overall health of our associate population by comparing measurable outcomes over time.

In addition, we negotiated with our carrier to create this incentive program and it has benefited the organization in three ways – we have a healthier organization overall, work attendance is better, and people are benefiting personally.

### **VHDA’s Accomplishments Include:**

Strong leadership support - VHDA’s leadership strongly supports the efforts of the Health & Wellness Committee, known as “Journey to Wellness.” Our Executive Director initiated a friendly competition with another leadership team member during our most recent workplace challenge – “Half Ton of Fun.” More than 200 associates participated in this challenge, collectively losing 1,007 pounds.

Meeting associates where they are on their journey to wellness - Since every associate may be in a different place on his or her own journey to wellness, a volunteer committee of associates helps decide the programs and initiatives that we offer. For example, VHDA provided biometric screenings and health assessments during the last several years, and more than half of our associates participated in these screenings to identify VHDA's major risk factors – high blood pressure, high cholesterol, stress management and weight management. We also created a Health & Wellness Mobile App that allows associates to share health and wellness apps with one another.

In addition, VHDA offers:

- An online Course Catalog of free classes that our associates can take to improve their health and wellness,
- Ergonomic assistance to associates to help them maintain optimum comfort in their workplaces and avoid stress or injury,
- Space for free online meditation classes during lunch, and
- A Tai Chi class for associates.

Free Annual Flu Vaccine Clinics - Associates who are 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.

Lunch & Learns - Lunch & Learns on healthy topics are offered frequently and attendance varies by topic (10-50 associates per session). In support of the program, our café vendor offers healthier food options and strongly advocates for nutritional education.

10k/5k participation subsidies - Associates are reimbursed for their entry fees 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, or eating properly. Nominees receive prizes for their health and wellness efforts, and to date we have had more than 20 associates who have been recognized.

Blood pressure monitors at all locations – Inexpensive blood pressure cuffs are located at each of VHDA's three offices, and tracking sheets and educational flyers are provided for associates.

### **Why it is Meritorious and Meets NCSHA Judging Criteria**

#### Innovative

This program is innovative in that we seek feedback from our associates to provide guidance on planning our wellness initiatives – we found that if they are involved in creating the initiative, they are more likely to participate in it.

#### Replicable

Our initiatives can be easily replicated by any other HFAs; however, seeking input from their associates might better meet the needs of another agency, as its culture may be different. Our low cost initiatives can easily be reproduced, including Jeans Day, Casual Week, or time off for earning points; an awards program for using a FitBit; and using DVDs for workouts. The takeaway is to follow our process, but develop programs that work for you.

Responds to a management challenge or opportunity

When VHDA's Leadership Team approved the creation of a new healthy lifestyle program for associates, a Health & Wellness Committee was formed to implement the directive. As a result, the "Journey to Wellness" program was created to provide numerous healthy lifestyle initiatives to assist our associates on their own personal journeys to better health.

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 71.0% of our population as needing assistance and they have engaged 50.7% of them. This means the majority of our associates are using our Lifestyle Management programs and our vendor offerings to manage their health. The well visit completion rate for adults 45.5%, compared to the norm of 34.1%. We are also above the norm on all of our cancer screenings. Last but not least, 97.5% of our associates have indicated a desire to improve their health over the next six months.

Provides benefits that outweigh costs

By stressing preventive healthcare, "Journey to Wellness" helps ensure a workforce that is healthier, happier, and more productive. Exercising and eating better have provided other benefits, including lower absenteeism, better morale, and people using better judgement.

Demonstrates effective use of resources

"Journey to Wellness" committee members play a large role in developing programs, sharing associate feedback, and being advocates for health and wellness in the workplace. To do so, resources – including time, money, and people – are used effectively. For example, we try to have our meetings during lunch, host webinars whenever possible, and offer online classes through VHDA University.

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. Because of this program, associates are playing an active role in their healthcare, and it is clearly making a difference in helping them achieve a better way of living.

In fact, the results of the program show that preventive care utilization among associates has increased nearly 20% and is above the industry norms; steerable emergency room visits have decreased significantly; and the generic prescription utilization rate increased from 80.7% from the base period to 83.1% in the current period, which contributed approximately \$125,000 in savings.

**Please see attachments on the following pages.**

# Virginia Housing Development Authority Journey to Wellness – A Better Way of Living, One Step at a Time

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+ | 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

#### 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

#### Access the Wellness Exercise Schedule

- Schedule a Massage
- Find the Blood Pressure Monitors
- Wellness Center Staff Bios
- Caught in the Act!
- Join the Wellness Center
- Take a Break
- View VHDA's Top Four Risk Factors

#### Newsletter

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

#### Wellness Committee

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

1 - 7

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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.

# Virginia Housing Development Authority Journey to Wellness – A Better Way of Living, One Step at a Time

Welcome, Katrina Minor | [Logout](#) [Site Map](#) | [My Messages](#) | [Shopping Cart \(0\)](#) | [Site Help](#)

**Learning Center** Enter Search Text... [Advanced Search](#)

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

**Virginia Housing Development Authority**  
***Journey to Wellness – A Better Way of Living, One Step at a Time***



**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.**



**Virginia Housing Development Authority  
Journey to Wellness – A Better Way of Living, One Step at a Time**



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



**Health Screenings provide associates an opportunity to have their blood lipids checked and meet with a personal health coach to review their results.**

**Virginia Housing Development Authority**  
***Journey to Wellness – A Better Way of Living, One Step at a Time***



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

# Virginia Housing Development Authority Journey to Wellness – A Better Way of Living, One Step at a Time



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

## Navigate

- > [The Wellness Exercise Schedule](#)
- > [Schedule a Massage](#)
- > [Blood Pressure Check](#)
- > [Caught in Act](#)
- > [Wellness Center Staff Bios](#)
- > [Journey to Wellness Members](#)
- > [Health Wellness Testimony](#)
- > [Take a Break](#)
- > [Submit Mobile App](#)
- > [Recommended Mobile Apps](#)
- > [Flu News and Resources](#)

## Group Exercise Schedule 2015

### Day : 1- Monday (2)

**Bootcamp Extreme** 12:10  
Boot Camp Extreme will push your body to its limits. You will gain muscular strength and cardio endurance. It is the ultimate workout to burn body fat. These workouts are fast paced with intervals. You will be doing agility training with plyometrics and weights.

**Yoga** 1:10  
This workout combines traditional yoga poses with intense fitness exercises. The result is an incredible mind/body workout. Excellent for those who are looking for better body tone, strength, & definition combined with flexibility training.

### Day : 2- Tuesday (2)

**Step** 12:10  
This class combines the cardio benefits of step moves on an adjustable platform with resistance weight training.

**Gentlesculpt** 1:10  
A nice, softer version of the Body Sculpt, but will keep that body toned!

### Day : 3- Wednesday (2)

**Body Bar Bootcamp** 12:10  
This class is designed to burn fat and build muscular endurance. You will increase your heart rate with compound movements using weights, slides, steps, etc.

**Yoga** 1:10  
This workout combines traditional yoga poses with intense fitness exercises. The result is an incredible mind/body workout. Excellent for those who are looking for better body tone, strength, & definition combined with flexibility training.

### Day : 4- Thursday (2)

**Bodysculpt** 12:10  
Sweat, sweat and more sweat! This high intensity cardio class will push you to your limit!

**Gentlesculpt** 1:10  
A nice, softer version of the Body Sculpt, but will keep that body toned!

### Day : 5- Friday (1)

**Core** 12:10  
The core of good posture is the core! Come out and tone abs and strengthen that back!

**The Group Exercise Schedule for VHDA's Wellness Center offers a variety of activities, serving participants at different levels of fitness and ability.**

Category	Description	Wellness Points Associate	Wellness Points Spouse
<b>Annual Preventive Physical Exam</b>	Complete your annual preventive physical exam with your healthcare provider. (Cigna will award you points once your claim has been processed)	<b>Earn 308 wellness points for completing any one of these screenings</b>	<b>Earn 1 wellness points for completing any one of these screenings</b>  <b>Item required to be eligible for VHDA medical plans in 2016</b>
<b>OB/GYN exam (preventive exam)</b>	A preventive exam that can identify early ovarian and cervical cancers, HPV (human papillomavirus), breast cancer and more. (Cigna will award you points once your claim has been processed)		
<b>Preventive Mammogram</b>	Up to 90% of breast cancers are found using mammogram tests. It is recommended for women over the age of 40, unless there is family history of breast cancer. (Cigna will award you points once your claim has been processed)		
<b>Preventive Colon cancer screening</b>	Colon cancer is treatable when detected early. It is recommended for all age 50 and older, unless you have family history of colon cancer. (Cigna will award you points once your claim is processed).		
<b>Health Assessment</b>	Complete the health assessment located at mycigna.com.	<b>Earn 308 wellness points</b>	<b>Earn 1 wellness points</b>  <b>Item required to be eligible for VHDA medical plans in 2016</b>
<b>Participate in Onsite Biometric Screening Event</b>	Complete your biometric screening onsite to better understand your health numbers: body mass index, blood pressure, cholesterol and blood sugar levels. Date of event will be announced later in 2015.	<b>Earn 100 wellness points</b>	n/a
<b>Self Reported Educational Seminars</b>	Earn 25 points when you attend a VHDA sponsored Lunch-n-Learn or complete a VHDA University online course. Will expand to also include CDHP educational seminars. Max of 4 sessions = Max of 100 self-reported points for this category	<b>(25 points for each session)</b>  <b>Earn up to 100 wellness points</b>	n/a
<b>Physical Activity</b>	If you are physically active 3x per week for 30 minutes, you can report your physical activity to earn wellness points for the months of January 2015-September 2015. Max of 8 months = Max of 80 self-reported points for this category.	<b>(10 points for each month)</b>  <b>Earn up to 80 wellness points</b>	n/a
<b>IMPORTANT NOTES ON HOW TO EARN VHDA's 2016 BENNY BUCKS</b>			
<ul style="list-style-type: none"> <li>- An associate must complete both a preventive exam (any of the four listed above) and the online health assessment in order to earn any Benny Bucks.</li> <li>- If the associate intends to cover a spouse on the plan, the <u>spouse must complete</u> both a preventive exam and the online health assessment during the 9/1/14 - 8/31/15 timeframe in order to be covered under VHDA's plan in 2016.</li> <li>- The completion of all the initiatives in green will be verified through Cigna and your points will be reflected on the mycigna.com website. You will not have to obtain any forms or provide proof of completion to HR.</li> </ul>			
The items color coded in orange are self-reported on the mycigna.com website and only associates are eligible to earn points in those categories. Spouses covered under the plan are not eligible and cannot earn additional points for the self-reported initiatives.			
<b>WELLNESS POINTS TO BENNY BUCKS - HOW MUCH CAN AN ASSOCIATE EARN?</b>			
Associates must earn 616 wellness points from the green categories to earn the following Benny Bucks:		<b>\$616</b>	
Associates can earn a minimum of 100 additional wellness points from the orange categories to earn the following Benny Bucks:		<b>\$200</b>	
<b>TOTAL BENNY BUCKS AN ASSOCIATE CAN EARN</b>		<b>\$816</b>	

**The Motivate Me program encourages health and wellness activities for associates and their spouses.**