

# Implementation Plan for Needs Identified in the Community Health Needs Assessment for Good Samaritan Hospital Association

FY 2022-2024

**Covered Facilities:** Heart of America Medical Center, Heart of America Johnson Clinics and Lake Region District Health Unit

**Community Health Needs Assessment:** A Community Health Needs Assessment (“CHNA”) was performed in Winter 2021/2022 in collaboration with Lake Region District Health Unit to determine the most pressing health needs of the Heart of America Medical Center service areas.

**Implementation Plan Goals:** The Board of Good Samaritan Hospital Association has determined that the following health needs identified in the CHNA should be addressed through the implementation strategy noted for each such need:

## 1. Attaining and Retaining Young Families/Having Enough Daycare Services (page 44, ranking number 1 and number 4)

*Specific Needs Identified in CHNA:*

- Not enough jobs with livable wages
- Having enough child daycare services
- Not enough affordable housing
  
- Key Objectives:
  - Increase daycare services & hours of service available
  - Provide affordable daycare services allowing for increased take home wages
  
- Implementation Strategies:
  - Increase size of HAMC Daycare.
    - Offers more staff the ability to have daycare.
    - Offers the possibility of opening more daycare spots to the community.
  - Create a community task force to address daycare issues.  
The goals:
    - Hold community meetings to form task force.
    - Approach JDA, City Council, Pierce County Social Services, and Lake Region Health for input/support.
  - Work with community leaders to create a community funded daycare with a before & after school program.  
The goals:
    - Determine resources - Possibilities include public funding, grants (Rural Health Outreach Grant, NDDOH Inclusion Grant, etc.), company funding & sales tax funds.

- Develop a Board to oversee the daycare.

## **2. Availability of mental health services (page 44, ranking number 2)**

### *Specific Needs Identified in CHNA:*

- Depression/anxiety in youth & adults
- Stress in adults
- General mental health concerns
- Key Objectives:
  - To reduce depression/anxiety of the youth and adults alike.
  - To create opportunities for improved mental health for all people in our service area.
- Implementation Strategies:
  - Research opportunities to hire licensed therapist or Social Worker who can function as a mental health provider.  
The goals:
    - Search out grants to retain a mental health professional.
    - Find out the major issues community would like to focus on regarding mental health
  - Work with the state health department and local law enforcement to establish a mental health/therapy program  
The goals:
    - Discover a way to help all aspects of mental health in community
    - Work closely with those who see the most mental health issues
  - Enhance current clinic resources to best engage mental health concerns via primary care medicine.
    - Provide early screening at clinic visits
    - Educated the community on current mental health services

## **3. Not enough health care staff in general (page 44, ranking number 3)**

### *Specific Needs Identified in CHNA:*

- Burn out of staff
- Lack of nurses
- Key Objectives:
  - To fill open positions within HAMC
  - To maintain current staff
- Implementation Strategies:
  - Updated employee benefits including raising 401K match  
The goals:
    - Continue to provide the best benefits for staff

- Continue to offer the most opportunity for a successful retirement plan
  - Offer bonuses for retention and new hires
- The goals:
- Show appreciation to current staff while showcasing how important new staff are.
  - Enhance staff recruitment activities
    - HR to visit colleges
    - Provide information regarding benefits of Rugby and HAMC

**Other Needs Identified in the CHNA but Not Addressed in this Plan** – Each of the health needs listed below is important and is being addressed by numerous programs and initiatives operated by the Hospital, other organizations within the hospital system, and other community partners of the Hospital. However, the Hospital will not address the following health needs identified in the CHNA as part of this Implementation Plan due to limited resources and the need to allocate significant resources to the three priority health needs identified above.

- **Cost of Health Insurance**
- **Not enough jobs with livable wages**
- **Not enough affordable housing**