

## **KECC Volunteers Sought**

All CHFS employees are invited to participate in as part of this year's Kentucky Employees Charitable Contributions campaign team for the Cabinet. Staff who are interested in representing their agency for KECC or simply want to volunteer should contact KECC Coordinator Mary Spalding in the Office of the Secretary at [mary.spalding@ky.gov](mailto:mary.spalding@ky.gov). Staff can sign up for a KECC volunteer training that will be 10 a.m. to 3 p.m. June 23. Lunch will be provided. Employees who work outside of Frankfort are encouraged to volunteer.

## **Staff reminded about travel voucher procedures**

By Anya Armes Weber

Cabinet staff is being reminded of procedures regarding travel reimbursement requests. For inquiries about travel vouchers and mileage reimbursements, please send e-mail messages to the recipient "CHFS Travel Reimbursement."

The Kentucky Department of Tourism's Travel Office has been receiving several errant messages from CHFS staff asking about travel vouchers.

To avoid confusion and ensure an appropriate reply, please be sure any requests are addressed to "CHFS Travel Reimbursement."

For more information about travel vouchers, log on to the [Travel Reimbursement Branch intranet site](#).

## **Childhood Experiences and Adult Health**

Written with the Cabinet's Domestic Violence Program

Did you know childhood experiences can significantly influence health as an adult? Kaiser Permanente medical care program in San Diego, Calif., teamed up with the Centers for Disease Control and Prevention to determine the correlation between childhood experiences and adult health. The study was called the Adverse Childhood Experiences (ACE) study. The adverse experiences included the following:

- Childhood abuse (emotional, physical, sexual)
- Neglect (emotional or physical)
- Witnessing domestic violence
- Alcohol or other substance abuse in the home
- Mentally ill or suicidal household members
- Parental marital discord (separation or divorce)
- Crime in the home (household member imprisoned)

The experiences listed above, though oftentimes hidden, were found to commonly cross educational and economic lines. In order to determine the relationship between experience and health, an ACE Score was developed for the study. Research revealed as the ACE Score increased, so did the risk of numerous health and social problems. The list below reveals problems developed during a lifetime:

- Adolescent health
- Teen pregnancy
- Smoking
- Alcohol abuse
- Illicit drug abuse
- Sexual behavior
- Mental health
- Risk of re-victimization
- Stability of relationships
- Performance in the work force

ACEs also identified an increased risk of these health related conditions:

- Heart disease
- Chronic lung disease
- Liver disease
- Suicide
- Injuries
- HIV and STDs

The ACE study sprung from an obesity program back in the mid 1980s. The obesity program had a high dropout rate. Researchers decided to take a closer look at the issue because many who dropped out of the program were successfully losing weight. The dropouts were interviewed. Interviews revealed many participants history's included an adverse childhood experience. Only a small number related that experience to their obesity. The ACE study determines for many people, and all of the participants, obesity was not the main problem but a reactive and protective solution to the problem. Those in the study claimed that they wanted to lose weight but feared the change associated with major weight loss.

According to the ACE study, adverse childhood experiences are common, destructive and carry physical and mental effects that can last a lifetime. Unfortunately, stigma attached to these issues prevent people from addressing them, including domestic violence.

The wellness model encompasses six dimensions: mental, physical, emotional, spiritual, intellectual, occupational and social. Medical professionals, as well as the general public, must learn to look at all of the pieces of the puzzle that make up health. For more information, visit <http://www.acestudy.org/>. For more information about health and family violence, visit [www.endabuse](http://www.endabuse) or look for a link on the Wellness Intranet site <http://chfsnet.ky.gov/wellness/>.

## **Fiscal War**

### Reward Yourself

By now, just about every consumer is familiar with – or even a member of – at least one customer rewards program. Likely, you've all been enjoying some benefit - cheaper gas, grocery

discounts, more affordable hiking equipment... You get the picture. But when was the last time you really stopped to sing the praises of customer rewards? Well, if you're dedicated to fiscal war, I say there's no better time than right this second.

Of course, I'm not telling you to literally stand up and sing at your desk. Unless, of course, you just want to and your co-workers won't get annoyed. What I really mean is really start taking advantage of what various stores and vendors have to offer. This starts by signing up whenever a cashier asks you if you are a member of the rewards program for whatever store/outlet/grocery you're patronizing. I know. It's time consuming and can feel a tad big-brotherish to have someone monitoring your spending habits. But, I say, what's the harm if all that monitoring also comes with a coupon?

I admit: I too am guilty of turning down the customer rewards request or simply not keeping up with the cards that I have signed up for. I shudder to think of the discounts I've missed. I do know that I've saved a bundle at the grocery where I regularly shop so why not branch out a little?

I realize that one could argue these "rewards" programs actually do nothing more than encourage more – and sometimes unnecessary – shopping. I disagree as long as you keep in mind this is a fiscal war strategy and not an excuse to go on a spending spree. Educate yourself about the consumer benefits of the plan, monitor your spending and make the program work for you. Trust me, those rewards really do add up.

**Fiscal Money Saving Tip of the Week:** If you're spending a small fortune on your morning cup of Joe, make sure you're getting a discount. Many convenience stores offer free or reduced price coffee for gas fill ups and many coffee shops offer discounts to regular customers (sometimes bringing your own mug/tumbler is required). Ask your favorite barista what's available.

## **Employee Enrichment**

By Anya Armes Weber

Are you the kind of worker who puts off today what you can do tomorrow? From [getmoredone.com](http://getmoredone.com), here are some tips to ending procrastination.

Think positively. Tasks you perceive as unpleasant usually do not turn out as bad as you think they will. Tackle them first in the day and reward yourself for doing them.

Make up your mind. Delaying decisions is a big contributor to procrastination. Determine a timeframe for making your decisions. Share the timeline so you will be held accountable.

Don't worry about failure. Set a goal for success and focus on how good you will feel when you reach it.

Rethink too-high standards. Perfectionism can also contribute to procrastination. If you usually want things to be "just right," you might have to realize that "adequate" can be OK in certain situations. First drafts or e-mails don't always have to be perfect.

Control your environment. Clean up your desk. Remove distractions like frequent breaks or conversations with coworkers. Set a certain time to return phone and e-mail messages.