



# EMPLOYEE

## ASSISTANCE NEWSLETTER

FALL 2022

PROVIDED BY SAINT ALPHONSUS EMPLOYEE ASSISTANCE PROGRAM



## ADJUSTING TO CHANGE

Change is difficult, even when it is a change for the better.

Some of life's transitions we choose, others choose us. Both come with challenges, all come with some sort of loss. Change is said to be the only constant in life. It is necessary for growth, to create space for new things to come, to end situations that are no longer working for us, and to allow forward movement to enter our lives. Some transitions are easier than others, such as a change in a new vacation spot, dinner menus and wardrobe additions. Others can be much harder, a new job, entering retirement, becoming a parent, kids going off to college, getting married, getting divorced, or the death of a loved one.

Adjusting to change often comes in stages. Some of those stages include the phases often experienced with grief. They can include shock and bargaining, anger and sadness, and acceptance of the 'new normal.' Frequently though, adjusting to change takes time. Understanding what loss has occurred because of the transition, and what that loss means is especially important, even when the change is a 'good thing.' A sense of grief or relief, or both, is often felt. Saying 'goodbye' to what was is a crucial step in being able to embrace what is to come. This is often painful, takes time, and can be riddled with anxieties about what is next and regrets about what was.

Trying 'on' the new, feeling how it 'fits' in your life, and making needed adjustments is often the next step. Initially this can feel quite foreign, odd, irritating, and plain different. Questions may arise such as "Is this right?" "Should I be doing something else?" "How do I do this?" All of which are a part of the transition and helping the new become a part of a new reality. Creativity can help ease this part of the transition as well, utilizing hope, intuition, and ownership of change.

Each part of the process of change, I believe, includes sadness, fear, discomfort, hope and faith. It takes an enormous amount of courage to engage in change. It requires trust in ourselves that we deserve the next good thing, faith in others and the world to support us in the change we are making and faith in what we cannot yet see or know. Change asks a lot of us, but it is a necessary and vital part of staying alive and vital. Change never happens in a straight line. Typically, transitions require thought, planning, action taking, maintenance and frequently relapse, followed by the stages of change occurring time and again. All of this is a part of how change occurs; it is fluid, frustrating, cyclical, and provides information about our readiness and ourselves through each aspect of the change process.

Sometimes it helps to have someone alongside us as we navigate the change process. Here at Saint Alphonus EAP, we would be honored to be a part of this process with you. Please give us a call if we can be of help.



**Saint Alphonus**  
A Member of Trinity Health

**EAP MISSION** Saint Alphonus Employee Assistance Program (EAP) is a voluntary, confidential counseling service that assists employees and their families with issues that affect their quality of life at home and work.

# WHEN SHOULD I SEEK COUNSELING?



We all experience challenges in our lives, it might be problems with our family, stress at work, or changes in our mood. We can resolve many of the difficult things we experience in life on our own; however, there are times when help from a professional counselor is needed so that we can feel like our normal selves again. There used to be a stigma that you had to be “crazy” in order to see a counselor, but the truth is, most of the time, counselors see people with normal everyday problems who just need help navigating a difficult situation or understanding and changing how they feel. So how do we determine when we need professional help? Listed below are a list of times when you might want to seek counseling.

- When you need help navigating problems in your relationship or your family. You might be having problems communicating with your significant other or interacting with family members. Counselors can provide individual and family therapy to help you and your family work on the issues you’re struggling with.
- When you start feeling differently than you usually feel for an extended period of time. You may feel down or depressed, anxious, worried, or experience panic attacks. Or you feel angrier than usual and don’t understand why.
- When you’re feeling unhappy with your job or career path. Counselors can help you explore

other career ideas and help remove barriers that may be holding you back from a career or job change.

- When you have lost a loved one. While it’s not necessary to seek therapy after the death of a loved one, it can help to talk to someone who is neutral and nonjudgmental, especially if you have been experiencing grief for an extended period of time and if it’s interfering with your daily life.
- When you are abusing drugs or alcohol. Counselors can help you to stop self-destructive behaviors and teach you healthier coping skills to manage your stress and emotions.
- After you’ve experienced a traumatic event, either recently or in the past. Counseling can help to reduce any traumatic symptoms such as flashbacks, nightmares, and severe anxiety.
- If you want to increase your self-esteem or self-confidence.
- If you are going through a major life transition such as retirement, changing jobs, moving to a new city, children leaving the house for college, or going through a divorce, and are having a hard time adjusting.

These are just a few examples of reasons why you may want to seek counseling. Counselors can help you with significant life problems, but they can also be there if you just need to talk to an unbiased, nonjudgmental person. The opportunity to talk to a nonbiased professional without fear of judgment can be life changing.

### What can I expect when I see a counselor?

Counseling sessions are usually 50 minutes long and occur once every two weeks, but the frequency can be adjusted depending on the need. Two weeks between sessions is often an adequate amount of time for a client to process the session and to do any mental health homework the counselor may assign.

### How do I set up an EAP appointment?

Through your company’s Employee Assistance Program (EAP), Saint Alphonsus EAP, you have access to a limited number of free counseling sessions. Saint Alphonsus EAP has two locations, one in Boise and one in Meridian, and you can also see your counselor online using telehealth. You can make an appointment with an EAP counselor by simply calling (208) 367-3300.



## SLOW COOKER BUFFALO CHICKEN SLIDERS

The perfect game day appetizer. Tender, slow cooked chicken is enveloped in wing sauce and Ranch dressing and served on a soft slider bun. They are always a hit at parties!

### INGREDIENTS

- 2 lbs boneless, skinless chicken breasts
- 1 cup wing sauce, divided
- 1/2 onion, chopped finely
- Ranch dressing
- 12 slider buns

### INSTRUCTIONS

1. In a slow cooker, add chicken breasts and top with 1/2 cup wing sauce and onions. Cover and cook on low for 6-7 hours or high for 4-5 hours.
2. Remove chicken from slow cooker and shred using 2 forks or stand mixer. Reserve 1/4 cup of liquid from slow cooker, and discard the rest. Place shredded chicken back into slow cooker bowl, add 1/4 cup reserved liquid, and remaining 1/2 cup wing sauce. Stir to coat chicken.
3. Place about 1/4 to 1/3 cup of chicken on each bun. Garnish with additional wing sauce and ranch dressing if desired. Enjoy!

PREP  
15 m

COOK  
7 hrs

SERVES  
12

# MANAGING EMOTIONAL EXPERIENCES WITH DEATH AND DYING

No one in life will be unscathed by the death of someone close to us, whether it be a family member, friend, partner, beloved pet, colleague, or someone we greatly admire. Managing the swirling emotions of grief can feel overwhelming and confusing.

There are different types of death, and each comes with its own set of unique challenges. When there is an expected death, such as through an illness, the person dying, as well as the loved one, will grieve through the illness and the loved one will also grieve after the death. A sudden death such as an accident, shooting, or a fire, can elicit intense feelings of shock and anger. Death by suicide has an entirely different element.

When navigating the death of and/or dying process of someone we love, we may experience two types of triggers: Predictable triggers and ambush triggers. Predictable triggers are often identified as holidays, anniversaries, birthdays, day of the death, etc. Ambush triggers often catch us off guard in situations varying from hearing a song, a person's name or birthday being the same, a restaurant or specific meal, unexpected mail with their name, a specific scent/smell, etc. We can prepare for predictable triggers but ambush triggers will catch us by surprise and often leave us struggling to cope for a period of time.

When we are grieving, we often experience a whirlwind of emotion rather than the simple clean cut "stages of grief." At any given point in time any single or series of feelings may overwhelm our entire system. These feelings can include profound sadness, disbelief, intense anger, guilt, fear, ache and longing, regret, numbness, and more. When our grief slams into another person's



grief, it can create a monster storm which can inadvertently lead to conflict. Try to remember to be gentle with one another and keep in mind everyone grieves differently and for different period of time.

Often those close to us have the best of intentions when trying to offer support and understanding but can end up causing more harm than being helpful. Remember, another person's grief is not yours and they are not going to have the same experience no matter how similar the circumstances.

### Helpful things to say:

- "I am sorry, I can't imagine the hurt you are experiencing"
- "I don't know what to say because nothing will ease your pain, but I am here to listen if you want to talk"
- "I am thinking/praying for/sending love of you/for you/to you"
- "Please let me know when you are ready to go for a walk, meet for coffee, or just watch a film"
- "I know how much you loved him/her/them from the stories you shared"

- "I wish I had the right words to help soothe your heart."
- "I can't imagine what you are going through"

### Try to avoid saying:

- "They are better off" or "They are in a better place"
- "At least they aren't hurting anymore" or any "At least..." statement
- Sharing your story about grief, unless you ask permission
- "If they had made different life choices"
- Religious sentiments, unless you know the person's belief system and know them well enough to know this will be supportive
- "You will find someone else" or "You can have another child"
- "I understand how you feel"
- Talking about the "bright side"
- "Time heals all wounds"
- DO NOT compare your story and/or experiences

*(continued on page 4)*

## EAP COUNSELORS

### SAINT ALPHONSUS EMPLOYEE ASSISTANCE PROGRAM



**Jared Belsher – Supervisor  
MA, LCPC, NCC**

Jared is a licensed clinical professional counselor (LCPC) and national certified counselor (NCC) who has worked in outpatient mental health clinics and in private

practice since 2007. He received a bachelor's Degree in Political Science and a master's Degree in Community Counseling from Northern Arizona University. His approach to counseling is strength-based, which means that rather than dwelling on

things that are wrong, he focuses on the strength individuals have, and how they can use those strengths to overcome their obstacles. He uses a person-centered approach and additional counseling techniques such as cognitive-behavioral

therapy (CBT) to help clients discover healthier ways to cope and think about a problem.

*(continued on page 4)*

Managing Emotional Experiences with Death and Dying

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**RESOURCES:**

**Books:**

- “When Breath Becomes Air”
- “Broken Open”
- “How to Survive the Loss of a Love”
- “Surviving the Death of a Sibling”
- “Bearing the Unbearable”

**Books for children:**

- “When Someone Very Special Dies”
- “One Wave at a Time”
- “Invisible String”
- “Ida Always”
- “The Rabbit Listened”

**Support Groups:**

- GriefShare recovery support groups in Boise, Idaho ([griefshare.org](http://griefshare.org))
- Grief Support Group | St. Mark’s Catholic Community ([stmarksboise.org](http://stmarksboise.org))
- The Compassionate Friends – Greater Boise Area ([tcfboise.org](http://tcfboise.org))
- My Grief Connection Support Groups

([mygriefconnection.org](http://mygriefconnection.org))

Trauma, Grief & Loss Therapy Services – Boise, ID ([anotherchanceboise.com](http://anotherchanceboise.com))

Idaho Suicide Loss Survivor Support Groups 2021 ([sde.idaho.gov](http://sde.idaho.gov))

Pet Grief Resources – Boise, ID: Gentle Goodbyes LLC ([gentlegoodbyes.com](http://gentlegoodbyes.com))

**Death Doulas:**

End of Life Matters by Epilogues ([epiloguesmatter.org](http://epiloguesmatter.org))

End-of-Life Doula Services Boise ([wildflowerintuitivecenter.com](http://wildflowerintuitivecenter.com))

Allay Boise - End of Life Doula Care ([allayboise.com](http://allayboise.com))

**Additional resources:**

- Community Based Counseling
- Pastoral Care
- Employee Assistance Program (EAP)
- Survivors of Suicide Loss

EAP COUNSELORS

SAINT ALPHONSUS EMPLOYEE ASSISTANCE PROGRAM



Jenny Lee Doty, MSW, LCSW

Jenny Lee has been practicing as a Licensed Clinical Social Worker for nearly a decade. She has worked in the mental health field for more than 20 years in a variety of treatment settings including but not limited to schools, day treatment centers, hospitals, and local community agencies. Jenny Lee has provided treatment to children, pre-teens and teens, and adults in individual, group, and family settings.

Jenny Lee is skilled in working with complex family units, emotional and behavioral issues, trauma, depression, mood disorders, anxiety, co-occurring diagnosis, psychotic disorders, self-harm, suicidal ideation, gangs, and those involved with foster care and Child Protective Services. Jenny Lee practices from a strength-based approach to treatment, while using a combination of interventions tailored to meet each individual’s needs.



Melissa Young, MSW, LCSW

Melissa has been a Mental Health Professional for 30+ years having the opportunity to serve in a variety of mental health settings, with diverse client populations, working in various roles. As a Clinical Social Worker she has had the opportunity to work with survivors of sexual assault and domestic violence; as an Outpatient Psychotherapist within a Community Mental Health Center; a Peace Corps Volunteer in Asuncion Paraguay; Hospice Social Worker; and currently working as a Counselor at the Saint Alphonsus Employee Assistance Program and Clinical Supervisor with Tidwell Social Work Services and Consulting Inc. She employs an eclectic approach to her work with clients, believing that a trusting and supportive relationship is key to any therapeutic success. In addition to her professional life, she is a mother of three teenage boys, wife of 18 years, and a proud dog and horse owner.

Saint Alphonsus Employee Assistance Program (EAP)

**Regular Appointment Hours:**

9:00 a.m. 6:00 p.m., Monday-Friday  
(special appointment hours by request)

**Phone: (208) 367-3300**

**Locations:**

6140 W. Emerald St., Boise, ID 83704  
3025 W. Cherry Ln, Ste 205  
Meridian, ID 83642

**Counselors:**

- Jared Belsher, MA, LCPC, NCC
- Jenny Lee Doty, MSW, LCSW
- Melissa Young, MSW, LCSW



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