Team Members’ Guide To
Wellbeing and Self-Care
Welcome...
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Introduction

• This is a stressful time for all of us
• Everyone copes with stressful times in different ways...
• There is no such thing as a “wrong” way to feel.
• We don’t have control over feelings, but we do over behavior.
We know some responses are predictable based upon the medical literature

• Mostly based on natural disasters and terrorism.
• Overwhelming fear and anxiety
• Greater anger and mistrust
• Long term – there is a higher ratio of psychiatric : medical casualties (due to suicide, substance use disorders, domestic violence, etc.).
• High levels of healthcare–seeking behavior ???
Mental Health Outcomes at the Jersey Shore After Hurricane Sandy

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Mental Health Outcomes at the Jersey Shore After Hurricane Sandy

ABSTRACT

Hurricane Sandy caused widespread damage and disruptions to the economy and communities along the Jersey Shore. This study examined the mental health outcomes of individuals who were affected by the hurricane, focusing on the prevalence of post-traumatic stress disorder (PTSD), major depressive disorder, and anxiety disorders. The study findings indicate that individuals who were exposed to the hurricane had a significantly higher prevalence of mental health disorders compared to the general population. The results also suggest that the mental health outcomes were influenced by pre-existing mental health conditions, socioeconomic status, and access to mental health services.

Keywords: Mental health outcomes, Hurricane Sandy, post-traumatic stress disorder, major depressive disorder, anxiety disorders, mental health services, socioeconomic status, access to mental health services.
Experiences from Forced Isolation

• Examples include Antarctica (McMurdo Station) and Biosphere 2

• About halfway through the first Biosphere 2 mission, the group had split into two factions and people who had been intimate friends had become implacable enemies, barely on speaking terms.

• The most important psychological stresses appear to be: the problem of individual adjustment to the group, the relative monotony of the environment, and the absence of certain accustomed sources of emotional satisfaction.

• Low morale was compounded by atypical diet.

• “Winter-over” syndrome
  • Depression
  • Insomnia
  • Feelings of hostility towards those around you
  • Diminished cognitive performance (including difficulty in concentration and memory, absentmindedness)
  • The occurrence of mild hypnotic states, known as 'long-eye' or the 'Antarctic stare'


Poynter, pp.267-8
Experiences from Manned Spaceflight

- A four-stage model of emotional change has been described:
  - First stage was the psychological discomfort stage, which was caused by physical discomfort (e.g., headache, back pain).
  - The second stage occurred approximately six weeks after spaceflight, when the astronauts had adapted psychologically and physically but were not yet affected by the isolation, defined and single life.
  - The third stage was the most important stage for emotional changes, which occurred from the sixth week to the twelfth week. During this stage, because of the effects of isolation, defined and single life, the astronauts became less stable emotionally, showed irritability during their performance, had lower energy levels and were fond of stimulating music.
  - Bechtel and Berning also emphasized this third stage of spaceflight, regardless of whether the spaceflight was short (a few weeks) or long (a few months or years). They came up with the “three-quarter phenomenon”, indicating that emotion and personal issues increased significantly in the third stage of spaceflight.
  - The last stage occurred at the end of the spaceflight, where the astronauts showed a feeling of euphoria.


What Should we Expect from our Colleagues?

- Stressed out due to lack of control
- Stressed out due to concerns over personal safety
- Stressed out due to concerns over family safety
- Stressed out due to uncertain economy
- Fatigue
- Remember: This COVID-19 pandemic is going to be a marathon, not a sprint. It’s crucial that everyone decompress and finds time to recharge.
How can we help our team members (and ourselves)?  

**Part 1**

- Regain control over our lives (at least as much as we’re able to):

- Encourage everyone to disconnect from the news on TV and social media.

- There has been erroneous information transmitted – it is **NOT** social distancing; it is physical distancing. We need our social connections now more than ever!

- Connect (virtually or telephonically) with your support network (e.g. friends, family, colleagues)
How can we help our team members?

**Part 2**

- **Take care of your body.**
  - Eat nutritious foods
  - Drink lots of water (being in PPE can dry you out!)
  - Physical activity is important!
  - So is sleep!

- **Take care of your mind.**
  - Listen to music
  - Relearn your hobbies.
  - Mindfulness/meditation
How can we help our team members?

*Part 3*

- Focus on healthy coping mechanisms.
- Be cautious about engaging in unhealthy activities, such as:
  - poor or over eating
  - using alcohol
  - increased tobacco use
How can we help our team members?

Part 4

• Be patient with each other.
• Since we are all now mostly interacting remotely and virtually, we could be missing physical clues. Most of how we take in communication is non-verbal and through body language.
• We’re missing that now, so be sensitive and aware of that. Assume that a miscommunication is an accident and not of malicious intent.
• Look out for other team members.
• Show gratitude and be appreciative of not just the clinical providers, but our other team members, i.e. housekeeping and other support team members.
• Remember the importance of a “compassionate presence.”
Stress Management

S = sleep

T = take time off

R = rest, relaxation & recreation

A = activity & exercise

I = inform, communicate & talk

N = nourishment

From Ray Hanbury, PhD and Barb Bunkley, LCSW
We want to Avoid Burnout and Vicarious Traumatization

- Exposure to other’s raw and powerful emotional reactions
- Cumulative stress from hearing traumatic stories
- Feeling overwhelmed by the depth of grief, anger or frustration expressed by survivors
- Over-identification or enmeshment with survivors
- Unrealistic expectations of reliving emotional pain
COVID-19 Surges

1st Wave
Immediate mortality and morbidity of COVID-19

2nd Wave
Impact of resource restriction on urgent non-COVID conditions

3rd Wave
Impact of interrupted care on chronic conditions

4th Wave
- Psychic trauma
- Mental illness
- Economic injury
- Burnout

Health Footprint of Pandemic

Time
Resilience: Self-Compassion

• I am doing my best
• I’m showing up
• I am a good... colleague, parent, friend, sibling
• I love my family
• I’m proud of my work
Mindful Moments

Pause, take a calming breath, reconnect with values and purpose

Set an intention for the day:

- I will make someone smile today
- I will lead by example today
- I will cherish my family today
Resilience: Appreciation and Gratitude

- What good has come out of this dark time?
- Gratitude journal
- Make connections
  - Colleagues
  - Family
  - Friends
  - Patients
Team Member Well-being

In order to provide the highest quality care to our communities, we need our team members to be physically and mentally healthy. Below are resources for staying well.

+ Spiritual Care
+ Emotional Well-being
+ Personal Assistance
+ Caring for Yourself
+ Caring for Loved Ones
+ Fitness and Nutrition

https://hmhmaestro.org/covid-19-action-center/hr-info/team-member-wellbeing/
Spiritual Care

• Grief
• Fear
• Hope
• Faith and Inner Peace
• Meditation, Gratitude and Purpose
Concierge Care

conciergecare@circles.com

Complimentary personal assistance (Note: team members are responsible for any fees/charges associated with the services)

Sampling of services:
• Household supply ordering
• Grocery delivery
• Sourcing errand running services
• Home cleaning services
• Education and learning websites/apps for children
• Healthy meal ideas
Caring for Others

• Medical students providing:
  • Language lessons (English, Spanish, French, Hebrew, Georgian, ESL)
  • Dance lessons
  • Music lessons (guitar, violin, piano, music theory)
  • Homework help
  • Virtual board games

• HMHCovidCareTeam@gmail.com
Fitness

• Tilton Fitness and HUMC Fitness providing free online classes
  • Live Streaming
  • On Demand classes
  • LesMills online
  • Fitness for children

• Peleton offering 90 days of free service
Nutrition

• Shop Rite
• Integrative Health and Medicine nutritionist
• Tilton Fitness online nutrition assistance
• Food banks
My Contact Information...

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Residency Program Director & Vice Chair of Education,
Department of Psychiatry, Jersey Shore University Medical Center
Associate Professor & Vice Chair, Department of Psychiatry,
Hackensack Meridian SOM at Seton Hall
A recent study in China during Covid-19 of hospital employees showed:

- 50% with signs of depression
- 34% anxiety
- 44% insomnia

Stay Alert for Mental Health Symptoms

Depression

- Sad/depressed/irritable
- Poor energy
- Poor concentration
- Change in sleep
- Change in appetite
- Worthless/helpless
- Less interest in things
- Guilty
- Thoughts of self harm
- Memory loss in elderly

Anxiety

- Restless/ keyed up
- Irritable
- Unable to relax
- Insomnia
- Anxious thoughts
- Physical Symptoms
- Poor concentration
Covid
Team Member
Support Services

Team Member Wellbeing Committee was developed in March 2020

4 formal strategies were implemented:

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<th>In Person Support in ICUs</th>
<th>Supports for Team Member Loss</th>
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Team Member Support Line

- Developed for any HMH team member in need of emotional support or mental health referrals
- Confidential
- Facilitators were provided training virtually
- Responders are all licensed, privileged behavioral health providers in the HMH system
- Ray Hanbury, PhD & Barbra Bunkley, LCSW managing the support line
Support Line Use To Date

- Live since 4/6/20
- 107 volunteer responders
- 64 calls
- 42 referrals for further mental health services
- All HMH facilities represented, mostly in the North
- Diversity of team members calling
- Anxiety, especially regarding illness is a major concern
Flyer for Team Member Hotline

551-996-3535

Team Member Support Line: 551-996-3535

If you are having difficulty coping with the anxiety and hardships you may encounter each day when caring for our COVID-19 patients, please be assured that Hackensack Meridian Health has a new resource to support you during this crisis.

The new Team Member Support Line at 551-996-3535 can be accessed 24/7 by any team member who feels they need support.

Staffed by Behavioral Health specialists from across our network (psychiatrists, psychologists, licensed clinical social workers, and licensed counselors), the support line is a key resource for caring, confidential support that team members may need during the COVID-19 crisis.

Team Member Support Line - 551-996-3535
In Person ICU Support

• Psychiatrists and their teams check in on team member in ICUs and critical areas daily
• Integration with Integrative Medicine & Social Work
• Wellness Huddles
• Wellbeing techniques such as Zen Dens, aromatherapy, guided mediation, deep breathing
As we move to the next phase....

On site support for our team members will be integral

• Focused on Wellbeing
• Identifying team members in need of further services
Yeraz Markarian PhD
Director of Psychology
Hackensack University Medical Center
Before COVID

Not a surprise for any of us:

- Burnout was already a well-known phenomenon among healthcare providers
- Burnout exists in almost all professionals in healthcare
- More severe when we are put in new roles and feel lack of training
- Includes
  - Emotional Exhaustion
  - Depression
  - Decreased sense of personal accomplishment
Then...COVID

- Chaos amid new roles and responsibilities
- Surge of workload and patients
- Daily Uncertainty
- Lack of resources
- Concerns about adequate PPE
- Impact on education and training
Amplified Distress during COVID

• Data from Wuhan indicate that one-third of healthcare workers have reported some form of psychological distress in response to COVID-19

• Psychological distress includes depression, anxiety, irritability, feelings of vulnerability, guilt, shame, helplessness, and difficulties with social or vocational functioning

• Unfortunately, even after a crisis ends, many individuals continue to experience psychological distress, if unaddressed
Now more than ever...

• Learning protective strategies is a priority, not a luxury, in the work we all do

• Improving overall wellness means fostering coping strategies and resilience, which can reduce distress and physical pain, and improve immune function

• Fortunately, evidence shows these can be taught!
“Coping with Covid Talks”

• Goal: protect and inoculate healthcare workers against the development of psychological distress

• Structure: (a) brief 30-minute online lecture delivered through BlueJeans to healthcare provider teams, followed by (b) experiential skills-based learning on an as needed basis

• Content: Research from a vast literature of tens of thousands of studies in peer-reviewed journals illustrating efficacy of specific interventions to reduce distress and burnout, and build resiliency
Biopsychosocial-Spiritual

- Soul
- Social
- Mind
- Body
What do we cover?

• Following a biopsychosocial framework:
  • Body – concrete strategies to reduce cortisol, regulate your circadian rhythms, improve sleep, and maximize your body’s potential to fight stress
  • Mind – how can we protect our mind against stress? how can we turn off the incessant “spinning” of thoughts at bedtime? How can we find a new way to feel balanced in the current climate?
  • Social – focus on reducing loneliness and improving relationships, as well as learn concepts to reduce conflict
  • Soul – discuss allowance of self-compassion, inspiration and hope
How can we schedule a talk for our team?

copingwithcovid@hackensackmeridian.org
Resources

Websites

Mindfulness movement exercises
www.5rhythms.com

Several self-compassion exercises by
the Compassionate Mind
Foundation
www.compassionatemind.co.uk

One Minute Mindfulness
https://psychcentral.com/blog/1-minute-mindfulness-exercises/

Apps

Headspace [mindfulness activities,
talking you through the
process/rationale]

Insight Timer [32,000 free
meditations ranging in length and
topic focus]

Mindfulness App 2 [combination of
visualization, walking, body scan]
My Contact Information...

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yeraz.markarian@hackensackmeridian.org
Kelly Briggs, RN
Administrative Director, Integrative Health & Medicine
Hackensack Meridian Health
happy Nurse's Week
“Breathe. Let go. And remind yourself that this very moment is the only one you know you have for sure.”

Oprah Winfrey
INTEGRATIVE HEALTH & MEDICINE SERVICES FOR TEAM MEMBERS

TELEMEDICINE VISITS
Schedule 30 to 50 minute sessions to manage your 5 Pillars of Health & Well-Being: Nutrition, Purpose, Resilience, Sleep and Activity. We provide the following telemedicine services:

- Physician consultation
- Non-pharmacologic pain management
- Health Psychology
- Nutrition
- Nurse Practitioner consultation
- Non-pharmacologic stress management
- Acupressure
- Guided Imagery
- Reiki
- HeartMath
- Biofeedback

CARING FOR SELF SCHEDULE (47 sessions each week)

**MONDAY - FRIDAY**

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MINDFUL MEDITATION: You’ll participate in meditation practices that may include breath work, nature meditations, or body scans designed to bring calm and focused attention to your day.

DISTANCE REIKI: Starting with a brief guided meditation to center yourself, you will experience this safe, effective practice to send healing energy to our healthcare facilities and staff.

**SELF-CARE:** You’ll learn and practice one or more evidence-based self-care skills such as acupressure, progressive muscle relaxation, guided imagery, qigong, gratitude practice, life purpose, rituals, positive emotions, self-compassion, forgiveness and tapping.

**INTEGRATIVE NUTRITION:** You’ll learn about topics such as Eating for Self-Care, How Emotional Eating Might Spike During Stressful Times, Feeding Children Who Are Home From School, How to Include More Plant-Based Meals in Your Diet, and Maximizing Nutrition: Making Every Bite Count.

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ONLINE RESOURCES

- Gratitude: https://youtu.be/4Lay30Hdc9w
- Purpose: https://youtu.be/c-lHtJqXoM
- Meditation: https://bit.ly/2v1Wi6x
- On-Demand Guided Meditation: audio series from the IHM team, in the moment, when you need it.
- C.A.R.E. Channel guided imagery in English and Spanish: https://bhm.carechannel.net
- 24/7 Self-Care Skills Videos available at: http://tool.training/courses-grid/

To learn more or to schedule a telemedicine appointment with our practitioners, call 732-263-7999
HeartMath Biofeedback Sessions
Evidence-based technique to improve resilience and reset your emotional state
24-7 Self-Care Resources

C.A.R.E.® Programming
Promotes patient relaxation and restfulness

On Life Purpose
On Gratitude
On Meditation

Relax and Let Healing Begin
Audio Series

‘Relax and Let Healing Begin’ audio series
Integrative Health & Medicine: Caring for Self Series

Caring for self is always important – and essential right now – as you help our patients, and one another, through this crisis.

Our Integrative Health and Medicine team offers several resources to help you manage stress and practice mindful meditation and self-care.

Whenever you can, take a moment to practice self-care. It is important to recharge and nurture your resiliency.

**Mindful Moment Meditation**
15-minute sessions
Monday – Friday: 8 am, 11 am, 4 pm, 8 pm and 11 pm
Saturday and Sunday: 11 am

**Self-Care Series**
15-minute sessions
Monday – Friday: 10 am, 2 pm, and 10 pm

**Integrative Nutrition**
30-minute sessions
Tuesday and Thursday: Noon and 6 pm

**Distant Group Reiki and Meditation**
30-minute session
Sunday: 6pm

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**Accessing a Session is Easy!**

To join the meeting on a computer or mobile phone:
https://bluejeans.com/5519965634?src=calendarLink

Mobile One-Touch:
1. 1-866-226-4650
2. Enter: 5519965634 # #

Just want to dial in on your phone?
1. 1-888-240-2560
   (US - Toll Free)
2. Enter Meeting ID: 5519965634
Mindful Meditation Sessions

- Virtual guided meditation sessions to invite calm & inspire mindfulness
- All sessions are live and led by an Integrative Health & Medicine practitioner
- Monday-Friday: 8am, 11am, 4pm, 8pm & 11pm
- Saturday & Sunday: 11am
- 15-minute sessions
“At times, our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us.”

Albert Schweitzer
Self-Care Series

**Topics include:** Acupressure, Progressive Muscle Relaxation, Compassion Training, Laughter Therapy, Autogenic Training, Tapping/EFT, 4-7-8 Breathing, Memory Training, Imagery to Focus, Imagery to Relax, Be Your Own Best Friend, Self-Coaching, Mindful Eating, Chair Yoga, QiGong & Your Life Story

- M-F 10am, 2pm, & 10pm
- 15-minute sessions
Nutrition Series

**Topics include:** Eating for self-care, How emotional eating might spike during stressful times, Feeding children who are home from school, How to include kids in meal prep and meal process, Easy and quick meals to make using typical foods in your kitchen, How to include more plant-based meals into your diet, Maximizing nutrition: Making every bite count, and How to make mealtimes a moment to de-stress & reconnect

- Tuesdays & Thursdays: 12 noon & 6pm
- 30-minute sessions
Distant Reiki & Guided Meditation

• Reiki is an energy practice to provide relaxation, decrease stress and anxiety, and promote sleep.

• This community experience sends collective positive intention for healing and well-being.

• Sundays: 6pm

• 30-minute sessions
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JUST
BREATHE
My Contact Information...

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201-220-2537