

MAY

2024

CONNECTIONS *Quarterly*

Mental Health In The Workplace



CONTENTS

Message from the President	pg. 2
Mental Health Board Overview <i>Leonetta Rizzi, Mental Health Board</i>	pg. 4-5
Mental Health in the Workplace Stats	pg. 6
Mental Health Recovery is Possible <i>Northwestern Medicine</i>	pg. 8
The Juggling Act: Caregiving's Impact on Employees and Workplaces <i>John Buckely, Independence Health & Therapy</i>	pg. 9-10
The Beneficial Impact of Integrative Medicine on Mental Health <i>Debbie Stamm, APRN, ANP-BC, nurse practitioner Advocate Good Shepherd</i>	pg. 12
Mental Health Services Directory	pg. 14

On January 29, the beloved children's character Elmo sent a kind-hearted check-in to his followers on social media. He asked, "Elmo is just checking in! How is everybody doing?"

The response was unprecedented, with about 200 million views and over 15,000 responses, ranging from humorous to grim. "Life is hard," one person replied. "Not great, Elmo. Not great," said another. Themes of loneliness, depression, and anxiety were common. It became an international news story and began a more extensive conversation about mental health.

Elmo followed up on the overwhelming response with another post. "Wow! Elmo is glad he asked! Elmo learned that it is important to ask a friend how they are doing. Elmo will check in again soon, friends! Elmo loves you." #EmotionalWellBeing

In recognition of Mental Health Awareness Month in May, we want to continue the conversation started by Elmo, so we are devoting the April Issue of our Connections magazine to mental health in the workplace.

We know that 50% of our members are at the Small Connect level, which means they have between 1 and 5 full-time employees. These organizations rarely have dedicated human resource departments or access to an employee assistance program, and our goal is to provide information about mental health resources available to employers and employees.

We are also using this opportunity to announce a one-hour session on mental health in the workplace at the Mental Health Board on Wednesday, June 5, at 3:30 p.m. There will be no cost to participants, and we encourage all members to join us to learn more about mental health in the workplace and better equip themselves with the tools needed to help their employees thrive in the workplace. This fall, we will sponsor a one-hour QPR Suicide Prevention Training at no cost to participants.

This project is a collaboration with the McHenry County Mental Health Board, NAMI McHenry County Chapter, Advocate Good Shepherd Hospital, Northwestern Medicine, and Independence Health and Therapy.

A special thank you to Sue Dobbe-Leahy for championing this joint venture and advocating for mental health services, Leonetta Rizzi of the McHenry County Mental Health, and Abbey Nicholas of NAMI McHenry County Chapter for their help in putting together this issue.

We are better together.



Catherine Peterson

President/CEO

cpeterson@clchamber.com

815.459.1300 ext. 13

31 BUSINESSES

in

31 DAYS

THE MONTH OF
MAY
IS MENTAL HEALTH
AWARENESS MONTH



nami
National Alliance on Mental Illness

**McHenry
County**

OUR GOAL IS TO
PROVIDE MENTAL
HEALTH OR SUICIDE
PREVENTION TRAINING
AT 31 BUSINESSES
DURING THE MONTH OF
MAY

TRAINING COURSES WE OFFER

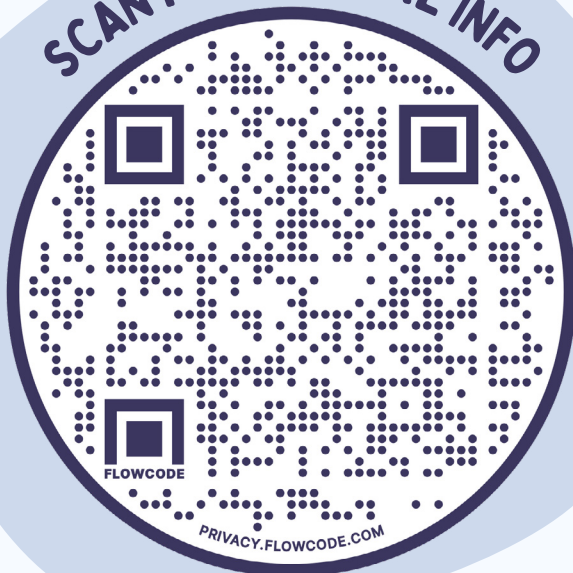
- QPR (QUESTION, PERSUADE, REFER)
- MENTAL HEALTH FIRST AID
- MENTAL HEALTH WORKSHOPS

COURSES AVAILABLE IN
ENGLISH OR SPANISH

EMAIL: EDUCATION@NAMIMCH.ORG
TO GET STARTED

**MAKE MENTAL HEALTH A
PRIORITY FOR YOUR
ORGANIZATION IN 2024**

SCAN ME FOR MORE INFO



620 Dakota St
Crystal Lake, IL, 60012

hello@namimch.org

815-526-8243



Your McHenry County Mental Health Board & Workplace Mental Health

by Leonetta Rizzi, ED



Mental health in the workplace has grown in importance and recognition in recent years. McHenry County Mental Health Board is raising awareness of the critical role a supportive work environment can play in employees' lives.

In the past year, McHenry County Mental Health Board has expanded our reach and is committed to Workplace Mental Health in our 3-year strategic plan. With training sessions in the workplace, more individuals are prepared to assist others and may prevent a situation from becoming a crisis.

At the 2023 McHenry County Economic Development Corporation annual dinner, workplace mental health resources were introduced to the business investors to encourage small and large businesses to support mental health. It is our goal to continue to expand outreach through the chambers of commerce and other business networks.

Participating in this Crystal Lake Chamber Connections publication is in accordance with our strategic plans. We invite you to join in the effort.

In addition to training, which can build skills and offer local resource information, the focus on mental health builds a better workplace. Studies show that employers who prioritize mental health see increased productivity, reduced turnover rates and the overall creation of healthy environments.

Your business can benefit from workplace mental health trainings. Attend QPR Training (Question, Persuade, Refer – a Suicide Prevention Training) hosted by the Crystal Lake Chamber or have a session at your business for groups of 25 or more.

QPR is only a one-hour training. Or if you have time for a full day class, we recommend Mental Health First Aid training.

Participate in Mental Health First Aid to understand, identify and respond to signs of mental illness and substance use disorders. More on training and support resources can be found in this newsletter.



What issue or topic does your workforce want more information on? Employers can fill out a form on the MCMHB website via the QR code to request a specific topic for workplace mental health.



Consider joining the many businesses which are recognized with the Bell Seal Certification. Offered by Mental Health America, <https://www.mhanational.org/bestemployers>. The Bell Seal for Workplace Mental Health national certification program recognizes employers committed to creating mentally healthy workplaces. Led by Mental Health America's rich history in research and advocacy, the holistic evaluation of employer practices considers the entire employee experience.



Your McHenry County Government is a recipient of the Bell Seal. Consider the appeal this recognition will have for your business in attracting and retaining employees.

Fast Access to Mental Health Resources

Every individual in McHenry County can utilize three free resources at any time, for no charge. The MCHelp App, 9-8-8 Crisis Line and 2-1-1 United Way Human Services number.

MCHelp App is a quick click to reach immediate crisis support and information via text or voice, 24/7. Users will have anonymous access to trained counselors in times of anxiety, depression, stress or need. Use is free and confidential. The app also has a comprehensive resource directory of services. Downloaded MCHelp for free from the App Store, Google or www.MC708.org.

Encourage your employees and contacts to download the MCHelp App and use it when they or someone they know needs help.

9-8-8 Suicide & Crisis Lifeline is a National Suicide and Crisis Lifeline which provides 24/7, free and confidential support for people in distress, plus prevention and crisis resources for you or your loved ones, as well as best practices for professionals in the United States. Call or text 988 or chat 988lifeline.org

2-1-1 is offered by United Way of McHenry County and is available 24/7 to make referrals to health and human service agencies: mortgage, rent, and utility assistance, food banks, child care, health services, job training, clothing, emergency shelter, counseling and much more.

The McHenry County Mental Health Board can assist with questions regarding what mental health, intellectual/developmental disabilities, and substance abuse resources are available in McHenry County. Visit www.MC708.org or scan our QR Code for a direct connect.



We also encourage any resident to please attend our Town Hall on May 9, 2024 at 5pm at our MHB office located at 620 Dakota Street in Crystal Lake. It is an opportunity for the Mental Health Board of Directors to hear from the public on needs and gaps. We want to hear from you! Just promoting our Town Hall to your employees shows you care about Mental Health in the Workplace.

Mental health in the workplace is important because it directly impacts employee well-being, productivity, and overall workplace culture. Additionally, addressing mental health in the workplace can help reduce stigma and create a more supportive and inclusive environment for all employees.

Make a commitment this May to prioritize Mental Health in the Workplace for the long run!

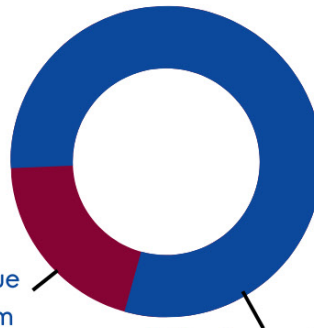
Mental Health in the Workplace

The Cost of Mental Illness

\$193.2 B

The lost earnings each year
in the United States due to
serious mental illness

20% of cost due
to absenteeism



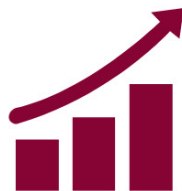
80% of cost due to
working while sick

\$1,600

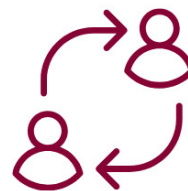
The cost of one struggling
employee every year.

Why Prioritize Mental Health?

**Increases
Productivity**



**Reduces
Turnover**



**Creates
Healthy
Workplaces**



Our Initiatives



Trainings

Schedule a mental
health or suicide
prevention training
in your workplace



Certifications

The Bell Seal for
Workplace Mental
Health recognizes
employers committed
to creating mentally
healthy workplaces.



Awareness

Promote free
community resources
such as NAMI. Utilize
the McHelp app to see
everything that is
available!

MENTAL HEALTH TOWN HALL MEETING

**THURSDAY, MAY 9, 2024
5:00 TO 7:00 PM**

**MCHENRY COUNTY
MENTAL HEALTH BOARD**

620 Dakota Street, Crystal Lake



Let your voice be heard in matters of...

- Mental Health
- Intellectual/Developmental Disabilities
- Substance Use

This is your chance to make a difference in McHenry County and help shape its future.

**More Info or to provide
written feedback**

 815.455.2828

 informationrequest@mc708.org

*****Translation services provided
with 48-hour notice**



Mental Health Recovery is Possible: How to Climb Out of the Darkness

The stressors in life continue mounting between work, family, finances, relationships, and various societal strains. These factors coupled with a mental illness can seem like a deep valley one cannot find their way out of. The behavioral health professionals at Northwestern Medicine (NM) Northwest Region want you to know there is a way to find help, hope, and healing. There are many life lines that exist within the NM hospital system to provide people with the right assistance for any stage of mental health care needed.

Anyone any age, who finds themselves in a mental health emergency, can be evaluated in person at the Psychiatric Emergency Services (PES) located in Northwestern Medicine Woodstock. There, dedicated mental health professionals are available 24/7 to provide mental health assessments. At NM Huntley and NM McHenry hospitals, evaluations are completed in the emergency departments through telemedicine. Once an evaluation is complete, it is determined what level of care is appropriate for the individual and care is provided accordingly.

Adults, 18 and older, who are not in a crisis but who have been experiencing an increase in mental health related symptoms, can call to schedule a mental health assessment for NM's Partial Hospitalization Program (PHP) or Intensive Outpatient Program (IOP). Individuals should call 815-334-5090 to schedule. In the assessment, a master's level clinician will meet with you to discuss care options that best suit your specific needs.

Once someone is assessed at any entry point, a level of care is determined and services may include:

- Linkage or referrals to outpatient mental health services in the community
- Linkage or referral to a Partial Hospitalization Program (PHP) or Intensive Outpatient Program (IOP) that meets the person's individual needs.
- Inpatient hospitalization in which arrangements are made to secure placement on the behavioral health unit at Northwestern Medicine Woodstock or another behavioral health facility with availability.

Northwestern Medicine Woodstock offers both inpatient behavioral health and PHP/IOP programs. Inpatient level of care offers a safe and secured environment with 24/7 nursing care where patients remain on the unit until they are cleared by their provider to go home. The goal of inpatient treatment is to provide safety and stabilization. The NM PHP/IOP programs offer intensive therapeutic programming with full day sessions from 9 a.m.-3:30 p.m. or half day sessions from 9 a.m.-11:45 a.m. or 12:45-3:30 p.m. There is a mental health track and a co-occurring track for people dealing with both mental health and substance use issues. The goal of PHP/IOP is to provide stabilization and improve daily functioning so a person can transition back to work, school, and/or family duties.

In both inpatient and PHP/IOP programming group therapy is the main focus along with individual counseling. Psychoeducation and process groups with trained or licensed mental health professionals help individuals sift through their life struggles. Some of the therapies provided are cognitive behavioral therapy, dialectical behavioral therapy, expressive and art therapy, family therapy, yoga, spirituality, coping skills education, goal setting, recovery planning and many others. Medication management by a licensed psychiatric provider is offered and individuals receive a personalized treatment plan and after care plan tailored to their unique needs. A mental illness can be difficult to manage but with the right care and support, healing and recovery are achievable.

Let the team at Northwestern Medicine Northwest Region climb with you on your journey.

The Juggling Act: Caregiving's Impact on Employees and Workplaces

By John Buckley,
Executive Director Independence Health & Therapy



Across the nation, our workforce is facing a growing challenge: the increasing burden of caregiving. There are 53 million unpaid caregivers in the United States and 73% of them are still working. To apply national stats to McHenry County, there are 40,000 unpaid caregivers in McHenry County, of which 29,200 are working with nearly 22,000 caring for a senior. Caregivers make up almost 20% of the County's workforce. This dual role can have a significant impact on both the employee's well-being and the overall health of the workplace.

The Toll on Employees

Caregiving responsibilities often come at a cost to the employee's physical and mental health. Caregivers experience higher rates of stress, anxiety, and depression.

Studies show that upwards of 70% of caregivers have clinically significant symptoms of depression with 25% to 50% meeting the diagnostic criteria for major depression. This increases when the care recipient's health declines – 40% of those caring for someone with dementia suffer from depression and emotional stress.

On average, a caregiver will spend more than \$7,200 per year on out-of-pocket costs caring for an elder. That number is higher for Millennial caregivers.



\$7,200

Average out of pocket
costs caring for an
elder

The Toll on Employers

A 2019 study by Harvard Business School reported the gap in understanding the impact of caregiving in the workplace. Few employers understand the impact caregiving has on the workplace - only 24% of employers reported caregiving affected worker performance.

However, 73% of employees reported having some type of caregiving responsibility. Of that group, 80% reported their caregiving responsibilities impacted their ability to perform their work. In a recent AARP study of working caregivers, 53% reported having to go in late, leave early or take time off; 15% had to reduce their hours, 6% gave up work altogether.

Further, employers underestimate the spectrum of care responsibilities. They focus on the impact of caring for a newborn or adopting a child, a sick child and the daily needs of children, which are very real. However, 1/3 of employees who left a position cited caring for the daily needs of an elder. It tends to be the employees with the higher titles and greater responsibilities who leave for caregiving needs. Many more employees with titles like vice president or higher left work due to caregiving needs. This was true across all age ranges.

The Financial Impact

It is estimated that the cost to a business to replace an employee is six to nine months of that position's salary. Caregiving has been shown to reduced productivity by an average of \$5,600 per employee. When you combine the costs associated with turnover with those of reduced productivity, there is a significant hidden cost associated with caregiving.



**It can cost
6-9 months of salary
to replace an employee**

The Untapped Potential

Despite the challenges, caregivers bring a valuable set of skills and experiences to the workplace. They are often highly organized, resourceful, and adaptable, qualities honed through managing complex care situations. Caregivers can also be more empathetic and compassionate colleagues, fostering a more positive work environment.

With the right support, caregiving employees can be thriving members of the workforce. They are often highly motivated and loyal to employers who understand their situation. Companies that implement caregiver-friendly policies can benefit from increased employee retention, improved morale, and a more engaged workforce.

Strategies for Supporting Caregivers in the Workplace

There are a number of steps that employers can take to support working caregivers and mitigate the negative impacts of caregiving on the workplace:

- **Flexible Work Arrangements:** Offering flexible scheduling options, such as compressed workweeks, part-time work, or telecommuting, can allow caregivers to manage their work hours around their caregiving responsibilities.
- **Paid Time Off:** Providing generous paid time off policies allows caregivers to take time away from work for appointments, emergencies, or self-care without financial penalty.
- **Employee Assistance Programs (EAPs):** Offering confidential counseling and support services through EAPs can help caregivers manage stress, depression, and other mental health challenges.
- **Dependent Care Assistance Programs (DCAPs):** Helping employees offset the cost of childcare or eldercare through DCAPs can alleviate some of the financial burden of caregiving.
- **Resource and Referral Services:** Providing access to resources and referrals for eldercare, childcare, and other caregiving services can help employees navigate the complexities of their situation.
- **Building a Culture of Support:** Creating a workplace culture- the Harvard study referred to it as the Caring Company - that is understanding and supportive of caregiving needs is essential. Fostering open communication and empathy among colleagues can go a long way in helping caregivers feel comfortable and supported.

By implementing these strategies, employers can create a work environment that is not only beneficial for caregivers but also contributes to a more productive, loyal, and resilient workforce.

MENTAL HEALTH IN THE WORKPLACE SEMINAR

Join us for an enlightening seminar on fostering mental health in the workplace! In today's fast-paced world, the importance of mental well-being cannot be overstated.

WEDNESDAY



JUNE 5, 2024



3:30-4:30PM



MENTAL HEALTH BOARD
620 DAKOTA ST. CRYSTAL LAKE



Speaker

Abbey Nicholas

*Executive Director
NAMI McHenry County*


CRYSTAL LAKE
Chamber of Commerce



nami
National Alliance on Mental Illness

**McHenry
County**

The Beneficial Impact of Integrative Medicine on Mental Health

By Debbie Stamm, APRN, ANP-BC, nurse practitioner

The Center for Health & Integrative Medicine at Advocate Good Shepherd Hospital

In today's fast-paced and often stressful work and home environments, mental health has become a significant concern for many. If you have wondered if there is another way to support your mental health, rest assured, you are not alone and there is! The Center for Health & Integrative Medicine at Advocate Good Shepherd Hospital provides a holistic approach to optimizing your mental health and wellbeing.

What is integrative medicine?

Integrative medicine combines conventional medical treatments with evidence-based complementary therapies to treat and heal the whole person. By focusing on holistic well-being and personalized care, an individual's whole health – physical, mental, and emotional – is addressed.

How can an integrative medicine approach support your mental health?

A key advantage of integrative medicine is the emphasis on the interconnectedness of the mind, body, and spirit. This approach recognizes that mental health is influenced by various factors including physical health, movement, nutrition, sleep patterns, stress levels, connection, spirituality, environment, relationships and social support systems. By addressing these underlying factors, integrative medicine provides sustainable solutions for managing mental health issues as patients truly feel seen, heard, understood and inspired to begin a healing journey.

In addition, integrative medicine emphasizes a personalized, team-based approach to care. Our team is led by fellowship-trained Integrative Medicine Physician, Dr. Lori Walsh, and includes clinicians with specialized training in acupuncture, massage, yoga, and behavioral counseling, working together and with the other providers on your care team to develop a coordinated and meaningful health and wellness plan for you.


What therapies are offered within the Center for Health & Integrative Medicine?

In addition to integrative medicine provider consults, there are a variety of therapies offered that can benefit mental health including acupuncture, behavioral counseling, medical massage, and yoga. Acupuncture helps to rebalance the body's energy and has been shown to provide benefits of reduced stress, anxiety and depression, improved sleep quality, improved cognitive function, mood stability and emotional resilience. Behavioral health counseling with a licensed mental health professional is a key component to exploring root causes and managing mental health conditions. Both virtual and in-person therapy sessions are offered with our Licensed Clinical Professional Counselor. Massage therapy relieves tension and stress that has accumulated in the body over time. Finally, yoga has been shown to decrease stress, anxiety and depression while promoting relaxation and emotional balance.

Is integrative medicine right for me?

The short answer is, yes! Integrative medicine can benefit anyone at any age, whether you are seeking support in managing a mental or physical health condition or are looking to promote wellness and prevent disease.

To schedule an appointment at the Center for Health & Integrative Medicine:
call 847-842-3140 or e-mail GSHP-IntegrativeMedicine@aah.org

Center for Health & Integrative Medicine
Advocate Good Shepherd Hospital, West Pavilion  Advocate
450 W. Highway 22, Barrington, IL 60010 Good Shepherd Hospital

Feeling out of balance?
Need confidential,
professional help?

MCHELP APP

Download and USE the MCHelp App
for Voice or Text confidential consultation
with a trained professional.



FREE!

It's free to download and FREE to use!

Available 24/7!

Find the MCHelp on your App store.

CONFIDENTIAL consultation with a trained professional
anytime you need help.

Work Stress - Family Issues - Depression
Anxiety - Substance Abuse - Daily Problems and Frustrations

Thoughts of suicide? In crisis?

Call, text or chat 988, that's 988 for Suicide & Crisis Lifeline.

Hold on to HOPE and get free and confidential support from
trained crisis counselors. Available 24/7 and hosted by the Illinois
Department of Human Services (IDHS).

McHelp is an app from the McHenry County Mental Health
Board to access help for problems from everyday mental health
concerns to more serious issues via voice or text 24/7.

For confidential and professional mental health support as well as
resources for agencies to address your concerns.

Download it today. Use it for you or for someone in need.
Learn more on the McHenry County Mental Health Board website MC708.org.

M C H E L P - Help is just a tap away!



MENTAL HEALTH SERVICE DIRECTORY

There are services for those struggling with mental health in McHenry County. Here's a directory of Chamber members who offer mental health services. You can also scan the QR code below for the Mental Health Board's Service Directory.

Advocate Good Shepherd Hospital

450 W. IL Rt 22
Barrington, IL
847-381-9600

Clearbrook West

6500 NW Hwy Suite 2C
Crystal Lake, IL
815-893-6509

DUI & Behavioral Health Counseling Services

241 Commerce Drive Suite 203
Crystal Lake, IL
815-895-9000

Healthy Mentality, LLC

970 McHenry Ave
Crystal Lake, IL
815-494-1121

Independence Health & Therapy

2028 N. Seminary Ave
Woodstock, IL
815-338-3590

In Touch Counseling Services

149 N. Virginia St. Suite 201
Crystal Lake, IL
815-893-9459

McHenry County Mental Health Board

620 Dakota St
Crystal Lake, IL
815-455-2828

Mindful TMS Neurocare

500 Coventry Lane Suite 290
Crystal Lake, IL
815-261-3434

NAMI McHenry County Chapter

620 Dakota St
Crystal Lake, IL
815-308-0851

Neal Psychological Specialities, LTD

185 Heritage Drive
Crystal Lake, IL
815-477-4727

New Directions Addiction Recovery Services

500 Coventry Lane Suite 270
Crystal Lake, IL
224-388-0725

Northern Illinois Recovery Center

620 N. State Route 31
Crystal Lake, IL
855-786-1978

Northwestern Medicine Woodstock

3701 Doty Road
Woodstock, IL
877-236-8347

Mercyhealth Hospital

875 S Rt 31
Crystal Lake, IL
815-220-5500

Pioneer Center for Human Services

4031 W. Dayton St
McHenry, IL
815-344-1230

Rosecrance Health Network

422 Tracy Court
Crystal Lake, IL
866-330-8729

Seeds of Hope

7115 Virginia Rd Suite 104
Crystal Lake, IL
224-239-7620

Stages of Transformation

820 McArdle Drive Unit C
Crystal Lake, IL
815-382-3925

Tru Hope Therapy

500 Coventry Lane Suite 130
Crystal Lake, IL 60014
815-889-0582

Scan the QR code to see more mental health providers



QPR TRAINING FOR SUICIDE PREVENTION

QUESTION | PERSUADE | REFER

*Join us for an informative
one-hour session to learn
the warning signs of
suicide and how to apply
three easy steps that may
save a life*

TUESDAY



SEPTEMBER 10, 2024



3:30-4:30PM



**MENTAL HEALTH BOARD
620 DAKOTA ST. CRYSTAL LAKE**



**Ask a Question,
Save a Life**



Training Provided by



ENHANCED MEMBERS

Inspire Level



Visionary Level



Invest Level



Engage Level



Elevate Level

- | | | |
|-------------------------|--|------------------------------|
| AFC Materials | Campbell's Temperature Powered by Legacy Homes | Mariano's |
| American Community Bank | Castle Auto Group | Miller Verchota |
| Black Diamond | Curran | Northwest Herald |
| BMO | General Kinematics | Professional Wealth Advisors |
| Camfil | Inspirity | Walmart |



CREATE - BUILD - INSPIRE

WORK LOCAL, THINK GLOBAL



GENERALKINEMATICS.COM

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Karen Tobin
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Davis, LLC.*



Grace Todd
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*Hammortree
Financial Services*

Exceptional care, close to home

At Mercyhealth Hospital and Physician Clinic in Crystal Lake, your health is our priority, and we're here to support you every step of the way. We're proud to give you exceptional, compassionate care, right in your hometown.

Expert care

Our team of experienced physicians, nurses, and health care professionals are dedicated to providing you with the highest quality care. With advanced training and expertise, you can trust us to deliver exceptional medical services.

Emergency and urgent care

Accidents and emergencies can happen anytime, which is why our state-of-the-art emergency department is here for you 24/7. From minor injuries to life-threatening situations, we're equipped to handle medical emergencies with compassion and efficiency. In addition, we offer convenient urgent care services for non-life-threatening conditions.

Comprehensive services

Whether you're in need of preventive care, diagnostic services, surgery, or rehabilitation, Mercyhealth Hospital and Physician Clinic—Crystal Lake offers a full spectrum of services to meet your needs.

- Audiology
- Cancer care
- Cardiology
- Diabetes education
- Dietitian services
- Ear, nose and throat care
- Emergency care
- Family medicine
- Gastroenterology
- General surgery
- Gynecology
- Infusion therapy
- Lab services
- Obstetrics
- Occupational therapy
- Ophthalmology
- Orthopedics
- Pain management
- Pediatrics
- Pharmacy
- Physical therapy
- Podiatry
- Pulmonology
- Rheumatology
- Sleep medicine
- Speech-language pathology
- Urgent care
- Urology
- Vascular surgery
- Women's health
- X-ray services



Mercyhealth Hospital and Physician Clinic

875 S. Route 31, Crystal Lake

Clinic: (815) 356-7494

Hospital: (779) 220-5500

