



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 11

NOVEMBER 2022

Vol. 2

WHAT'S INSIDE

- **Employee Wellness** **2**
COVID Updates, EAP, Open Enrollment, Pool/Fitness Hours
- **Campus Safety** **4**
Active Threat Training, Campus Precautions
- **Diversity and Inclusion** **5**
Local Businesses From Around the Globe, Native American Heritage Month, Share Your Holiday Traditions With Us, Gratitude-Grams
- **HR and Staff Development** **6-9**
Turkey Toss, Employee IDs, Virtual Expo, Holiday Breakfast/Dinner, PHI, 5-Year Anniversaries, Service Awards
- **Creating Opportunities** **10-11**
Fit for Success Happenings, Completing your IDP, Student Loan Assistance Testimonial, Training Changes
- **Information Technology (IT)** **12**
Phone System Updates
- **Day Services** **13**
Autumn Activities, All About Worms on Knowledge Owl
- **Understanding Catholic Identity** **13**
Catholicism Around the World
- **Community Developments** **14**
Run for Misericordia, Employee Clothing Sale, Artist in All
- **Department Spotlight** **15**
Community Day Services
- **Monthly Recognitions** **14-15**
Warm Welcomes, Anniversaries, Look Who's on the Move, Team Spotlight, Gratitude-Grams



Hello,

My name is LouThor, and I want to start by thanking everyone for being supportive, and for helping me with all the things I have needed throughout my Misericordia career. I'm looking forward to the future when I will be working with everyone about spreading kindness. For now, here are some tips on how to be kind to each other:

- 1) saying hello and goodbye
- 2) saying how are you
- 3) saying please and thank you

When and why is it important to say thank you? Because you like what someone has given you and what they have done for you.

Hope everyone enjoys this letter and thanks again for your support.

Goodbye,

LouThor T, CILA resident and co-facilitator of "It Starts with Saying Hi," a diversity, equity, and inclusion curriculum for residents and staff.



EMPLOYEE WELLNESS

NEW IDPH COVID-19 GUIDANCE FOR LONG-TERM CARE FACILITIES

IDPH recently sent out updated guidance on infection control to limit the spread of Covid-19 in long-term care facilities such as Misericordia. Some key changes are highlighted below and will also be shared in your work areas:

- Active screening of employees is no longer required. No sign-in, no wristband. Everyone is asked to continue to self-monitor for symptoms.
- Following weekly community transmission for guidance on source control and visiting. (Continue to page 3 to see.)
- Resident exposure to a positive staff will trigger Transmission Based Precautions and testing on days 1, 3, 5. If all tests are negative TBP isolation will end after 7 days.
- Staff with a high-risk exposure (i.e. someone in your home has Covid-19) do not need to miss work but are required to test on days 1, 3, and 5 post-exposure.
- Exposure-based testing will now be required in days 31-90 post-covid-19 infection, using antigen testing only (not PCR).
- All staff must be up to date with vaccinations and boosters. Beginning 1/2023, employees will not be paid protected pay for a positive case if they are not updated with boosters.

An employee booster clinic has been scheduled for 12/6/2022. Times to be determined.

KEYS TO INFECTION PREVENTION



1) Wear the appropriate PPE (check the sign for the community transmission level – red, orange, yellow, blue).



2) Wash/sanitize your hands.



3) Be aware of your personal health. If you are sick (fever, cough, sore throat, etc.) do not enter the building;; call your supervisor immediately for instructions.

EMPLOYEE ASSISTANCE PROGRAMS (EAP) FOR MENTAL HEALTH CARE

An EAP can be a stepping stone and link to more long-term mental health maintenance. EAP can direct you in discovering and maximizing the benefits of your health plans. [Click here](#) to find out what's available for employees who are **enrolled** and **not enrolled** in Misericordia's medical plan.

You can also [click here](#) to view our EAP webinar. If you have additional questions about EAP and other wellness services for Misericordia employees, please contact Human Resources.



EMPLOYEE WELLNESS

MASK USAGE & COMMUNITY TRANSMISSION PROCESS

Community Trans. Masking Guide

red - high

- N95/KN95 required
- Visits should be scheduled and may be in designated spaces only

orange - substantial

- Surgical mask recommended / Surgical or N95/KN95 required for McAuley
- Visitation is open pending social distancing

yellow - moderate

- Surgical mask optional / Surgical or N95/KN95 required for McAuley
- Visitation is open pending social distancing

blue- low

- Surgical mask optional / Surgical or N95/KN95 required for McAuley
- Visitation is open pending social distancing

As of this week, all areas will now practice an updated Community Transmission Process, as directed below:

- The community transmission level is updated every Monday by the CDC. The Monday AM Thome receptionist will check the Community Transmission Level by 7 AM and put up the appropriate posting with the current date.
- The receptionist will then send out a page to all campus pagers regarding the current Community Transmission Rate and the appropriate mask usage.
- Supervisors are responsible for notifying their staff and updating the posting in their designated area.
- Covid outbreaks within a cohort supersede Community Transmission Rates. In the event of an outbreak within a cohort, staff must wear N95/KN95 masks and visitations will be limited.
- If an individual has a cough, congestion, or runny nose and is Covid negative, we ask that they still wear a mask as source control.

For more details, [click here](#) to save our Transmission Level Cheatsheet, which outlines required mask usage and visitation guidance per Community Transmission Level.

OPEN ENROLLMENT 2023 IS OFFICIALLY CLOSED

All changes were to be made no later than 11/1/2022 and are effective 1/1/2023!

Open Enrollment Election changes are currently being finalized. Please review your election changes beginning the week of November 7, 2022 to ensure changes are correct and have been updated appropriately.

Login to ADP WorkForce Now > Myself > Benefits > Enrollments > Your Benefits > View Benefits > Select a date: 1/1/2023

Any questions or concerns can be directed to HR at 773-273-3038 or HRBenefits@misericordia.com.

POOL AND FITNESS HOURS HAVE EXTENDED FOR STAFF

**9 AM - 9 PM
MONDAYS, TUESDAYS & WEDNESDAYS**

**9 AM - 5 PM
THURSDAYS THRU SUNDAYS**

PLEASE BE SURE TO HAVE YOUR STAFF ID



CAMPUS SAFETY

ACTIVE THREAT TRAINING

Officer Specht and Officer Heath from the 24th district came to Misericordia in September and gave a presentation/training on active threats. The presentation included information on:



Pictured: Officer Michael Specht (top) and Officer Roger Heath (bottom) are 20-plus-year veterans who have worked in Rogers Park on the 24th District Place of Worship Safety Advisory Team (POWSAT).

- **Active Threats:** How to identify an active threat, addressing the active threat, responding to the active threat, what to expect upon police arrival, Run-Hide-Fight.
- **Evacuation Alertness:** Customized emergency action plans, lock down procedures, safe rooms & hiding areas, recommendations for a safer building, facility assessments and recommendations.
- **Situational Awareness:** Being aware of your surroundings, see something say something, being highly observant, address basic skills to help improve abilities to identify potential threats.

The staff who attended the training found the content to be very valuable and informative. It is our goal to have ALL staff participate in this training. Don't miss out! Please see your supervisor to sign up for one of the next training sessions scheduled for November 16th at 9 AM, 11 AM, 1:30 PM, and 3:30 PM.

CAMPUS SAFETY STARTS WITH ALL OF US

As a community, we all have to work together to keep our campus safe. Here are a few tips that we all must follow:



- Do not let anyone in a building without a Misericordia ID.
- Keep your Misericordia ID visible, especially for our receptionists.
- Report any suspicious activity immediately to your supervisor or call 911 if there is an immediate threat.
- Slow down and stop at all stop signs.

Please be sure to practice the precautions above, and talk to your supervisor if you have any questions.



DIVERSITY AND INCLUSION

NATIVE AMERICAN HERITAGE MONTH

National Native American Heritage Month aims to acknowledge the history, cultural identities, and contributions made by Native Americans and Indigenous peoples of the United States.

[Click here](#) to head a historical timeline and a list of facts about the month. You can also [click here](#) to visit the Library of Congress website and find articles, audio and visual exhibitions, and other interactive resources in recognition of National Native American Heritage Month.

For a list of Native American-owned businesses to support throughout the year, [click here](#).

SEND A GRATITUDE-GRAM TO THE PEOPLE WHO MAKE A DIFFERENCE EVERY DAY WITH YOU

Tell someone you work with thank you by dropping a quick message [here](#), and we will post your shoutouts and others in Campus Connections for all of November!

To read our latest submissions, continue to page 16.

SHARE YOUR HOLIDAY TRADITIONS WITH US



Pictured left: Kristina Lipsey from Staff Developments' family gathering at her grandmother's house. "We go there every Christmas."

With a number of holidays to look forward to, we invite you to share photos and/or descriptions of what you and your loved ones do in observance of the many festivities that happen around this time of the year.

LOCAL BUSINESSES FROM AROUND THE GLOBE

DA JERK PIT

2430 Main St, Evanston, IL 60202

"They have such a wide variety of food, and it tastes like it was made in someone's home kitchen!"

TAHOORA SWEETS & BAKERY

2345 W Devon Ave Chicago, IL 60659

"Great place for chai and other sweets."

Send us a tip! If you have recommendations for any local minority and women-owned businesses that Misericordia should know about, [click here](#) and tell us about their goods and services. We may highlight your suggestion in future issues of Campus Connections!



HR AND STAFF DEVELOPMENT

Misericordia has arranged for all employees to receive a turkey for the Thanksgiving holiday from Misericordia. This year's turkey pickup will take place in the Devon Café from 6 AM through 4 PM on Thursday, November 17, 2022.



In addition to turkey pick up all employees should be aware of the following:

EMPLOYEE ID UPDATE

- We are launching a campus-wide update of all employee ID badges. In order to do this, new ID pictures will need to be taken. Upon arrival for your turkeys, you will be asked to pose for a new ID picture. We will be creating new IDs and issuing them by the department over the next two months. The backdrop for the photo will be BLUE, please try to avoid wearing this color on 11/17/22.

UPDATE YOUR CONTACT & EMERGENCY CONTACT INFORMATION IN ADP

- We are asking all employees to review their contact information in ADP prior to turkey distribution on 11/17/22. If this information needs to be updated, please take the time to do so by logging into ADP:
 - Click Myself > My Information > Profile
 - Click View More from the Personal Info tile.
 - From here you can update your Legal Address, Contact Number, and Email Address
 - Emergency Contacts – click on the pencil icon to edit or (+) to add contact
 - Click Save when done

PICK UP YOUR TURKEY

- All employees will be asked to sign for their turkey.
- The staff roster for sign-in will contain the last four digits of your phone number. Staff will be asked to review this information to ensure recent changes to ADP have been recorded.

ANNUAL VIRTUAL EXPO ENDS NOVEMBER 16TH

IMPORTANT CLARIFICATION FROM THE VIRTUAL EXPO

The communication "Doctor Red, paging Doctor Red - turn to channel 2" announced over the walkie-talkie, is communication that will ONLY be used by our Security staff when performing walkie-talkie testing.

If it were a real emergency, the type of emergency happening would be stated and then prompt you to turn to the walkie-talkie to Channel 2 for further instructions or information (i.e. active threat on campus, turn to channel 2 or fire reported in the Conway building, turn to channel 2).

Check in with your supervisor for details to complete! Completion of this virtual training is mandatory for all Misericordia employees.



IT'S THAT TIME OF THE YEAR AGAIN!

NOMINATE YOUR COWORKERS FOR OUR ANNUAL EMPLOYEE SERVICE AWARD

Each year we select from over a hundred nominations from employees who wish to recognize the work and goodness of their coworkers! As you look back on 2022, please take a moment to consider your fellow staff members whose consistent demonstration of Misericordia's core values and mission help bring peace and vitality to our community.

Click here to submit your nominations online. For a paper copy of the submission form, **click here**. If you need assistance, please see your supervisor.

**SUBMISSIONS ARE DUE BY NOVEMBER 21ST
WINNERS WILL BE ANNOUNCED ON DECEMBER 14TH**

QUALITY OF LIFE • CONNECTION • RESPONSIBILITY
SPIRITUALITY • DIVERSITY & INCLUSION

#MISERICORDIASTRONG



**OUR 2021 EMPLOYEE SERVICE AWARD WINNERS
(PICTURED CLOCKWISE FROM TOP LEFT)**

Laera Benard (QIDP, Shannon Apts), **Amy Johnston** (then Recreational Therapist, McAuley), **Bilel Dekhili** (then DSP, Mercy Glen), **Karen Forester** (QIDP, Quinlan Terrace), and **Leisa Copeland** (Housekeeping)



WINNERS FROM PREVIOUS YEARS

2020

Kevin Markham, Valerie Stewart, Jessica Potas-Biewer, Barbara Vialdores, Christopher Centeno

2019

Rachel Munoz-Munoz, Anna Bogdanski, Tasha Hall, Lizbeth Juarez, Jena Cahill

2018

Joan Walker, Marcia Reinhard, Sarah Peters, Tracy Thomas, Dawn Matke

2017

Preciosa Buen, Fatima Feliciano, Ashley Meeker, Susan Grund, and Latishia Greer

2016

Margaret Raszyk, Lela Perez, Harold Johnson, Angelica Green, Lynette Coleman

2015

Donna Zaidi, Dara Talbot, Emad Garibovic, Chrissy Davis, Mary Ann Zielke-Allen



HR AND STAFF DEVELOPMENT

CELEBRATING FIVE YEAR ANNIVERSARIES AT MISERICORDIA



This month we formally congratulated the dedicated staff members who have reached their 5-year anniversaries at Misericordia!

We hosted three sessions for overnight, daytime, and evening employees, with guest speakers from Administration, the Misericordia Family Association, and Ministry. We are grateful to everyone who was able to attend, and we hope to celebrate more anniversaries with you all for years to come!

STAFF HOLIDAY BREAKFAST/DINNER

The following is a list of departments and scheduled times to attend the Holiday Breakfast/Dinner on Wednesday, December 14, 2022:

- **6:00 AM - COURTYARD INN**
 - Overnight DSPs/CNAs, Nursing, Security, Supervisors, Reception
- **11:00 AM - JEAN MARIE RYAN CENTER**
 - AM Housekeeping/Laundry, DSPs/CNAs, Supervisors, Nursing, Reception, Maintenance/Construction, Hearts and Flour Bakery & Cafe
- **1:00 PM - JEAN MARIE RYAN CENTER**
 - Day Services/PEP Staff, Business Office, IT, Social Services, Staff Development, Purchasing, QIDPs, Nursing, Managers, Ministry, Swim/Fitness, Development, All Therapy, Teachers, Food Service, Reception, Supervisors, Resources, Human Resources, Hearts and Flour Bakery & Cafe
- **5:30 PM - JEAN MARIE RYAN CENTER**
 - PM DSPs/CNAs, Security, Nursing, Reception, Supervisors

HOLIDAY PREMIUM PAY

Employees working the following shifts will be paid time and a half for hours worked on Thanksgiving. AM, PM, Overnight on Thursday, 11/24/2022. Please note: Human Resources will apply the Holiday credit.

[Click here](#) to save the dates for personal reference.

CAMPUS CONNECTIONS



HR AND STAFF DEVELOPMENT

PHI "LISTENING LEVELS"

In a recent DSP training, staff were asked to think about someone in their lives that is a good listener and to consider what makes that person a good listener. Some of the responses were, "He listens without interrupting me;" "She listens through without jumping in to offer advice," and "She helps me think through my situations." It's a good exercise for all of us to consider the great listeners in our lives!

Misericordia strives to be an organization that values listening. We cannot "go it alone." We need input, ideas, and opinions from all staff to best serve the residents. We know that more information leads to better outcomes for all. But in order to collect this information, we have to listen to each other. This is challenging because we know there are so many things that get in the way of good listening these days. PHI and other communication experts cite three levels of listening that might be helpful to consider in evaluating your own listening skills.

The first level is "internal listening." This kind of listening is focused on your own concerns, thoughts or priorities. You might look like you are listening, but inside your head, you are focused on your agenda, your concerns and how what the speaker is saying relates to your issues. The focus is more on "putting out fires" – you might resolve your immediate concern, but you are not concerned with what's happening for the other person.

The second level is often called "focused listening." At this level, you pay attention to the speaker's emotions, tone and the feelings behind what is being said. You might set aside your agenda in order to really hear what's being expressed. We give the speaker time and space to express what's going on.

The third level is the "root level" or "360 listening." This is the most active, relational level of listening. The listener strives to understand what the speaker is saying, how they are saying it, and perhaps even what's not being said. The focus is on really understanding the other person's perspective. We listen with curiosity, as opposed to listening to simply fix a problem. We set aside our agenda in order to explore together with the speaker what some of the root causes of the issue might be or what some of the underlying concerns are.

Think about what kind of listening you do each day. Are there times when you find yourself tuning in at level one when maybe level two or three might be more helpful? What gets in the way of listening at these levels? We can't always listen at the deepest levels, and it's not always necessary. But we know that addressing some of our big challenges requires us to listen closely to each other.



CREATING OPPORTUNITIES

FIT FOR SUCCESS HAPPENINGS

Since beginning Fit for Success in the summer of 2021, we have had 53 staff participate in the program, and, of this number, 35 staff have completed both Tier 1 (Self-Identity) and Tier 2 (Essential Skills for Teamwork) of FFS. We have heard about your interest and expect to launch Tier 3 of FFS sometime in 2023!

In the meantime, the next round of Tier 1 of Fit for Success begins January 12, 2023. We invite you to join our community of learners seeking to expand our skills and continue our development. Your professional growth at Misericordia starts with YOU! Applications will be available on ADP in early December.

Watch Campus Connections for more information, and read our testimonials below:

"I highly recommend everyone take this program. You can get a lot from it. It opens you up and gets you thinking and understanding other people's perspectives. Overall it teaches you things that you can apply here and in your personal life." —Joseph Watkins (CDS Trainer)

"It has been a great way to connect with different people across the campus. I have enjoyed listening to people's personal stories and perspectives at the workplace. Also, it has given me time to reflect on my own actions and areas I can improve on to be better for the residents and co-workers." —Consuelo Teresi-Reschke (Behavior Department RBT)

"I have noticed in talented but quieter DSPs who have taken Fit for Success that they leave the program feeling more confident in their ability to lead and create solutions with their teams." —Carlette Corriah-Wynter (Mercy Glen Director)

COMPLETING YOUR INDIVIDUAL DEVELOPMENT PLAN

As reported in Campus Connections, the next step in the performance evaluation process is the Individual Development Plan (IDP). An Individual Development Plan (IDP) is a plan to help employees reach the goals determined during the performance evaluation process. This plan will help employees stay on track with their goals. All self-raters will meet with their evaluators to discuss the IDP.

[Click here](#) to find the IDP form, as well as a training video that will help you understand the form as a self-rater. These materials can also be found in the Performance Review folder on the home screen of all Mis devices.

STUDENT LOAN ASSISTANCE TESTIMONIAL

"The new Peanut Butter program is a great opportunity to let Misericordia help you pay for your student loans without any extra contributions on your part. I was very excited when I heard about the program because it's one of the rare occasions where you really are getting something for nothing. The registration process was really simple and only took me a few minutes. This month the program made its first \$150 payment towards my student loan balance and all I had to do was sign up. I believe it'll help me pay down my student loan balance at a much faster rate than I would've been able to by myself. If anyone with student loans has not already signed up for the Peanut Butter program I'd highly recommend doing so as soon as possible. You have nothing to lose and plenty to gain."—Kujuan Byrd

To learn more about how Misericordia can help you pay off your student loans, **[click here!](#)**



CREATING OPPORTUNITIES

TRAINING CHANGES WILL BE TAKING PLACE IN 2023

The standards that we hold true to be best for our residents, start in our various classes and orientations offered throughout the year. Now, more than ever, it is crucial that Misericordia remain competitive with other agencies and places of employment as we work to attract qualified and dynamic individuals to join our teams.

Why is it time to make changes now? Staffing is one of our greatest challenges and finding qualified and compassionate staff is not easy to do. Over time, we have learned that we lose the opportunity to consider candidates due to a variety of scenarios we have had to say no to and we want to create opportunities to say yes. This will allow us to consider more part time and relief status candidates in addition to those who may not have the ability to lock into 4 weeks of training currently 9am-5pm.

What will change? We will be using a hybrid model of training comprised of in person training, online training, and On the Job training within each area. This new format creates the opportunity for us to bring new CNA hires into the class with new DSPs for the first week of Misericordia specific classes. After week one of class CNAs will continue with their training at McAuley and DSPs will move forward with their online training assignments.

What will not change? Our commitment to excellent training, high standards for quality care, supportive learning environments and hands on instruction for new hires working with our residents.

We have several employees who are currently interviewing or have interviewed to become the OJT Trainer for their area. These individuals will receive training from the Staff Development Team to learn how to teach the hands-on skills needed to be a successful DSP. Staff Development will continue to oversee the standards and the regulations we must follow for completion of training and assessment of skills for newly hired employees. This is an exciting partnership between the Staff Development Team and the residential and program areas who will have OJT Trainers.

We are excited about these changes and believe this new format will allow for new hires to receive training that is specific to their area, connect with co-workers and residents much sooner and have flexibility to work around scheduling constraints if hired for part-time or relief. Misericordia continues to be committed to investing in our employees and providing training that will result in highly competent staff, learning environments that allow for easier acclimation to the direct care role and ongoing opportunities to connect and strengthen teams within each home and apartment.

More information will be shared in the coming weeks and are happy to answer any questions or inquiries.



INFORMATION TECHNOLOGY



AWARDS/MEDSUPPORT RESOURCES

- **Click here** to find a simple AWARDS manual that includes a glossary and short summary of the functions used in the system.
- **Click here** to find a quick reference to creating stronger passwords in AWARDS.
- If you have questions or need help accessing AWARDS, email IT at **IT_Department@misericordia.com**

PHONE SYSTEM UPDATES

- We are implementing cell phone boosters for AT&T phones with poor reception. Testing will be in the admonition wing.
- Thome Reception, Nursing, and Administration wing switched to the new phone system.
- Social Services and Conway recently switched over.
- Shannon Apartments and Fax machines are next up for the new phone system.



In Honor of
VETERANS DAY

*The City of Chicago
cordially invites you to attend
a ceremony honoring those who served,
in times of war as well as peace*



Friday, November 11, 2022

Soldier Field, Gate O

1410 S. Special Olympics Drive

Ceremony 11:00am ★ Doors Open at 10:00am

Business Attire or Service Dress Uniform

Complimentary Parking: Waldron Deck Parking Structure

Exit at 18th Street from DuSable Lake Shore Drive



WORKFORCE NOW

ADP is your 24/7-access portal for common HR inquiries and notices, so be sure your contact information (addresses, phone numbers, etc.) is up-to-date so you can receive timely information pertaining to Misericordia and you!



DAY SERVICES

AUTUMN ACTIVITIES AT DAY SERVICES



From science projects to painting pumpkins to Market Days, our CDS participants continue to enjoy a variety of learning activities ahead of Artist In All and the holidays.

LEARN ALL ABOUT WORMS ON KNOWLEDGE OWL



Winter is right around the corner. Test your Winter Trivia with this Winter-Themed Jeopardy activity. There are over 750 unique activities available on Knowledge Owl, and this number continues to grow. **Click here** to check out more activities like Winter Jeopardy and much more.

Knowledge Owl has over 700 interactive activities for all interests.

Contact Nora Turgeon at **norat@misericordia.com** or Lukas Willis at **lukasw@misericordia.com** if you have questions on how to access Knowledge Owl.

UNDERSTANDING CATHOLIC IDENTITY



In 1910 nearly 400 people gathered at Catholic University of America to found the National Conference of Catholic Charities to “bring about a sense of solidarity” among those working in charitable ministries” to help the poor.

Click here to read the full timeline and history of the Catholic Charities USA. You can read more about their services and initiatives by **clicking here**.

CAMPUS CONNECTIONS



COMMUNITY DEVELOPMENTS

RUN FOR MISERICORDIA



IN THE 2023 CHICAGO MARATHON



Pictured: Misericordia's 2022 Chicago Marathon Heartracers Team.

Misericordia is proud to be a charity partner for the 2023 Bank of America Chicago Marathon scheduled for Sunday, October 8, 2023. Don't miss your opportunity to be guaranteed a spot in the Chicago Marathon and go the extra mile for Misericordia!

Runners commit to raising \$1,250 if registered before November 17, 2022; \$1,750 after November 17, 2022.

Choose Misericordia as your charity and be part of the Heartracers! Our team grows bigger every year and is up to 75 runners. The number of funds they have raised over the years tops more than \$1.4 million!

If you are interested in joining the team or need additional information, please contact Martha Floberg, Development Officer at 773-273-4125, marthaf@misericordia.com.

hosted by the women's auxiliary

MISERICORDIA APPAREL SALE



Friday, November 11th
6:00 am - 4:00 pm

LOIS GATES
COURTYARD INN

CASH OR CREDIT ACCEPTED

POLO SHIRTS

JACKETS

T'S & MORE!

DISCOUNTS!

ARTIST IN ALL & RESIDENT RED CARPET

We are thrilled to announce that this year's Artist In All will be back in person at the Art Institute of Chicago. This artist celebration will take place on Wednesday, November 16th from 6 PM to 9 PM.

The resident artists, under the direction of their talented art instructors, have been busy creating their works of art all year in preparation for this amazing show. We are so proud of our resident artists. For more information or to buy a ticket, [click here](#) to visit the Artist In All website.

In celebration of this year's Artist In All, we will be hosting the Red Carpet event for our residents on November 14th. Resident artists will attend a preview of this year's artwork. Residents will be attending during the day. Day Services staff will be bringing residents over in cohorts. We are inviting staff to preview the artwork between the hours of 12 PM- 1 PM and 4 PM - 6 PM. Please see your supervisor for additional information, and find [this flyer](#) posted in your areas.



DEPARTMENT SPOTLIGHT

Developmental Training falls under the umbrella of Day Services, our enrichment program that focuses on developing and enhancing daily adaptive living skills, economic self-sufficiency, greater independence, and personal choices of people with Developmental and Intellectual Disabilities. The Community Day Services Team is made up of talented individuals who strive every day to provide meaningful opportunities for participants both on campus and within the larger Chicagoland community. This team nurtures the interests, talents and abilities of those individuals they serve with compassion and dedication. They are also a strong, supportive, and collaborative with each other, always willing to lend a hand or an idea to one another. Thank you to the Community Day Services Team for all you do for Misericordia!



CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

BAUMGARTNER-CILA TEAM RECOGNITION



Pictured (left to right): Rocco D., Jae S., Svetla P., Paul P. who all work in the Baumgartner CILA home.

Here are a few points about what makes our Baumgartner-CILA team awesome:

Caring: We show up for each other, both at and outside of work. If one of us is out (ex. vacation or sick), we pull each other's weight. Outside of work, whether it be a move, a family member's memorial, car issues, and celebrations like birthdays, we like each other enough to be there for each other.

Teamwork: Each of us is solid staff on our own but when we work together, we are magic! We communicate well and support each other to best serve the residents.

Growth-oriented: We strive to be a better version of ourselves each day. Rocco & Svetla recently graduated from FFS Tier 2 together. We are open to new ideas, to learning from each other, and to learning from our mistakes.

NOMINATE YOUR TEAM FOR MISERICORDIA'S TEAM RECOGNITION

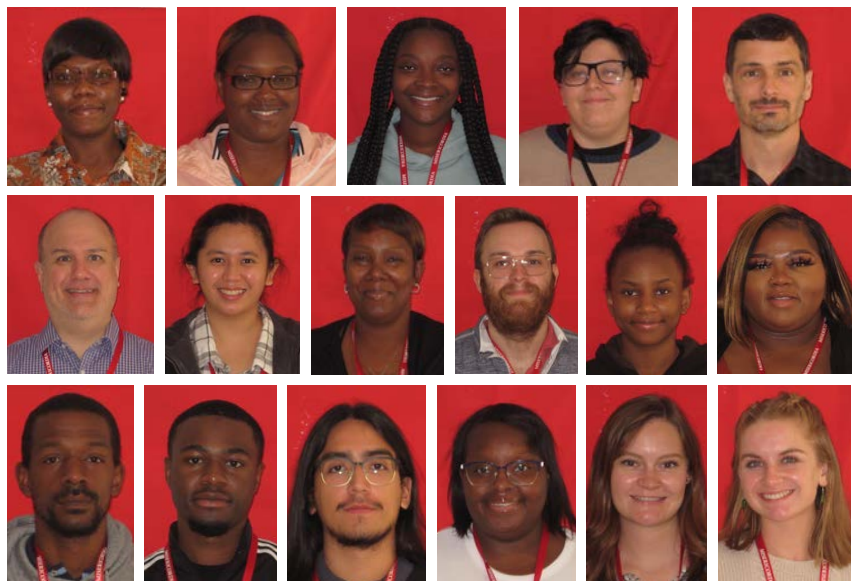
Do you and your coworkers exhibit excellent teamwork and dedication to the mission of Misericordia?

Does your team demonstrate any of the five Community of Believers Values?

Then [**click here**](#) to nominate your team!

Please note: Nominations must be approved by an area director before being recognized.

WELCOME NEW STAFF



Stephanie Bailo (Rosemary-Connelly); **Sonja Williams** (Quinlan); **Vernenna Jenkins** (Quinlan); **Jennifer Buchanan** (Quinlan); **Jason Reis** (Day Services); **Robert Gretta** (Day Services); **Sharein Noble** (Day Services); **UnShell Felder** (Day Services); **Taylor Sprague** (Village); **Tynaeja Halton** (Marian Center); **Danielle Denton** (Marian Center); **Derrick Allen** (Mercy Glen); **David Walker** (Village); **Eduardo Escobedo** (Village); **Porchea Watson** (CILA); **Alyssa Imbery** (Village); **Jeanna Axton** (Pool/Fitness)



MONTHLY RECOGNITIONS

NOVEMBER ANNIVERSARIES

- 49 Gail Wojciechowski
- 43 Manisha Patel
- 31 Cyndi Baldwin
- 30 Carol McCoy
- 29 Tina Stendaro
- 28 Rose Renko
- 26 Kathlyn Hobbs, Esther Paredes
- 25 Lorraine Cobbs
- 24 Angie Bass, Tracy Thomas
- 23 Jordan Atkins, Barbara Gurga
- 21 Heather Andresen
- 20 Patricia Savieo
- 19 Michell Braswell, Joe Veselka, Sarah Wainright
- 18 Irene Lucero, Jorge Perez Ruiz
- 17 Elsa Viveros, Fatima Feliciano, Daniel Luchi
- 16 Richard Chapman
- 15 Mary Ann Zielke-Allen
- 14 Frances Cooper, Matthew Epstein, Beth Muckler, Bobbie Vongonh
- 13 Latoya Foster
- 12 Christian Davis, Joan Draper, LaQuita Jackson
- 11 Conchita Drain, Angel Granados, Paul Schwartz
- 10 Stephanie Bieschke, Lashaun Blocker, Cynthia Gonzalez
- 9 Wednesday Walls, Brian Johnson, Deise Antunez
- 8 Kenneth Coburn, Leah McDonald
- 7 Juan Medina, De'Andra Wilson, Kujuan Byrd, Valerie Patton, Colin Hegg
- 6 Almira Ljevakovic, Alicia Scott, Esterlean Boyd, Lakia Hill, Staci Root, Jae Shin
- 5 Alexandra Whigham
- 4 Lanicka Smith, Michael Howlett, Emmanuel Moses, Taylor Reavley
- 3 David Douglas, Jacquelyn Toigo, Edwina Watkins, Jesse Adams, Shaun Farrell, Juan Mendoza
- 2 Christopher Duke, Francine Johnson, Natalie Mateja, Liam Sanchez, Matilda Stalin-McGee, Mickey Bonilla, Adriana Suastegui, Guadalupe Batres, Cinnamon Vieux
- 1 Mesias Fernandez, DeMorris Harris, Areanna Allen, Michelle Doyle, Eh Kler, Vincent Mosley, Brendan Siddall, Kimberly Adesokan, Jennifer Kirk, Valerie Olivo, Joanna Wyka

STAFF SPOTLIGHTS



Posted on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong. Check out our latest:

Corey Kurete - Direct Service Professional

Click the link(s) above to read more. You can also scroll the Misericordia **Facebook** page to see our previous Spotlights.

GRATITUDE-GRAMS

"Jane, I am so grateful for you and all the hard work you bring each day to the training team. You are an amazing trainer and your stories are the best :) I love working with you and appreciate you!"—**Kim Huwe**

"A big thank you to Victoria and Marcia for tirelessly working to ensure that the residents in Graceful Living receive the highest quality of care and support. These ladies set the bar high for all of us, and I'm constantly inspired by their enthusiasm, authentic kindness, and compassion. Misericordia is a brighter place because of them!"—**Sarah Peters**

"First and foremost I will like to thank each everyone of our staff who's affiliated with the misericordia organization, that have been able to provide extremely great care to the residents!!! Next and foremost I will also like to give a special thanks to the entire Misericordia leadership team!! HR, board members, Administrators, for doing such an amazing job doing this pandemic trouble, I know it's not an easy task but longs we keep sticking it out together as a misericordia family we will continue to build great things around this misericordia campus. And I also have to give a special shout-out to my department purchasing Mary, Jamal, EEFRAN!!! Thank you guys for all you do as team players!!!!!"—**Dante Hayes**

"A huge thank you to Jena Cahill, Camille Sanders, Shaun Farrell, Maggie Farfan and Dr. Ashley Kauffman. I am so blessed to work with such an amazing team of like-minded dental professionals who share my passion for providing great dental care to the wonderful residents at Misericordia!"—**Jennifer Farrell**

"First, I would thank my Quinlan team as a WHOLE for being such great individuals and amazing team players. Now, I would like to give a Big Thank You shout out & recognition to my Quinlan Am team. Each day we come to work no day is the same & we don't know what the day will bring walking into our shift. We adapt, No matter of the tasks at hand, we get through the hoops of the challenges & face the changes, while still giving our residents the Quality Care & Comfort they need & deserve, making them always happy & smile. While some days seem longer than others, a lot of us still are dedicated & be willing to stay over to help our PM team. I Must say we are the GOATS! (Greatest Of All Time) I thank each & everyone of you for your Great Support & Contribution to making us a strong TEAM!"—**Teranikia Wade**

"Thanks for your exceptional work ethic and being an example for me to grow and follow. Your patience and guidance were essential - I couldn't have done it without you."—**V. Gonder**

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