

CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 8

Vol. 3

Dear Staff,



Misericordia is participating in a collaborative grant funded by the Coleman Foundation to find solutions to workforce challenges and improve the opportunities and culture of our organization. We are collecting information to know what aspects you find valuable - we want to work on what you think needs improving!

All employees must complete this survey. You can do this on your computer or phone - click the link to the left or scan the QR code to complete the survey. Please be honest in your replies so we may be able to accurately report on the changes made. The survey is anonymous*.

Please complete this survey by Monday, August 14, to help us understand your needs. If you have any questions, please contact Geana Connelly at geanac@misericordia.com.

For a chance to win one of three \$15 gift cards, add your name and email at the end of the survey (optional). *To maintain anonymity, an outside consultant is managing the survey results and will not share this optional information with the project team.

Thank you for your participation.

MONTHLY REVIEW

AUGUST 2023

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EMPLOYEE WELLNESS

SOUP FOR ANY TIME OF THE YEAR

Courtesy of Misericordia Dietitians



Learn how to make lentil soup that tastes just as good as the kind you buy at your favorite restaurants!

Lebanese Lentil Soup

- 1 ½ cup red lentils
- 5 cups water (hot)
- 2 Tbsp olive oil
- 1 small onion chopped in small pieces
- Carrots chopped in small pieces, about 3 Tbsp.
- 1 Tbsp parsley chopped in small pieces
- 1 tsp each, (cumin, turmeric, salt)
- ½ chicken bouillon cube. (optional)

1. Add olive oil to pot , saute onions , add garlic and saute a bit more until golden.
2. Add lentils and sauté to coat the lentils . Add the hotwater.
3. Bring to a boil and skim most of froth off the top.
4. Add carrots, parsley, cumin, turmeric, salt, bouillon cube.
5. Bring heat down and simmer, covered about 30 minutes.
6. Stir every 5-10 minutes so it does not stick.

Let us know how this recipe turned out for you if you make it. We'd love to share it in Campus Connections!

INCORPORATE YOGA INTO YOUR WORK WEEK



Pictured left: Misericordia's Rita Alviar instructing a yoga session for staff.

According to the *American Osteopathic Association*, the physical and mental benefits of yoga range from increased energy to reaching a more positive outlook on life. We invite all staff to come to our weekly yoga sessions as a way to re-center and connect with colleagues! All levels are welcome. As yoga Instructor Rita puts it, "If you can breathe, you can do yoga." Continue reading to your right to find more details about the sessions.



3635 N CLARK ST, CHICAGO, IL 60613

ENJOY FREE YOGA CLASSES AT GALLAGHER WAY ALL SUMMER

TUESDAYS & THURSDAYS
7:00 AM - 8:00 AM

BRING YOUR OWN
YOGA MAT



LED BY
FIVE KEYS YOGA

[CLICK HERE](#)
TO VISIT THEIR WEBSITE

YOGA FOR STAFF

#MISERICORDIASTRONG



45-minute Yoga sessions to help center and re-energize you

Instructed by Rita Alviar

All levels welcome

DATES

July 17 at 10 am
August 14 at 2 pm
August 21 at 11 am

Hosted on the front lawn of Holbrook

Due to the limited availability of mats, we encourage you to **bring your own**



HR AND STAFF DEVELOPMENT

ACKNOWLEDGING REVIEWS AND BONUS

Please acknowledge your Performance Review in ADP if you have not already. This is the final step in the performance review process! **Click here** for instructions on how to complete it. Your supervisor can also provide additional support. **The deadline to acknowledge your review is August 11, 2023.**

As previously reported, there will be a monetary merit bonus this year. The amounts have not been finalized but should be determined by August 15th. What is holding this up? People need to complete the performance reviews and employees need to acknowledge them. If you do not acknowledge your review, you will not be eligible for a merit bonus. The bonus amounts are based on the number of people that fall within each category range, and until the evaluations are acknowledged we do not have accurate data.

The bonus amount will be determined based on where your performance score falls. The performance review scoring ranges have been determined and are as follows:

3.7 – 4.0

3.0 – 3.6

2.6 – 2.9

0 – 2.5 = no bonus

MAKE A REFERRAL AND EARN UP TO \$1000!



Pictured: The Recruitment team out at various events (indoors and outdoors) in effort of finding great candidates to join the Misericordia Team.

WHO?

Full-time and part-time employees (outside of senior management, HR, or hiring managers/supervisors) can refer someone to Misericordia - just ask them to apply.

WHAT?

A successful referral can result in you earning up to \$1000 over the course of the first year of employment for the referred employee - as long as YOU are in good standing.

WHEN?

You can make referrals any day of the week.

WHERE?

Find the referral form and further details on ADP or stop by HR. Contact careers@misericordia.com if you have any questions!

WHY?

Why not? Successful referrals result in successful hires, with great staff joining your team. **This is a Win-Win for everyone!**

CAMPUS CONNECTIONS



CREATING OPPORTUNITIES

FIT FOR SUCCESS TIER 1: SELF IDENTITY



AS SEEN ON YOUTUBE



Pictured: Last year's FFS: Tier 1 participants speaking on their experience in the program.

"My participation in Fit For Success has allowed me to be a better member to my team and ultimately sets me up for future opportunities to improve my work abilities."

[Click here](#) to listen to more testimonials from past participants.

[Click here](#) for more details about FFS: Tier 1. We look forward to you joining us this Fall!

We are excited to announce the start of a new round of Fit for Success: Tier 1! In this training, we will focus on Self-Identity and the development of key skills necessary for leadership. We'll look at topics such as communication, conflict management, perspective, and self-awareness through a series of talks, group discussions, activities and self-reflection.

Our Fit for Success program is an important pathway toward your own future growth and development at Misericordia. We are interested in seeing you grow, succeed and deepen your connection to Mis and our mission to provide the highest quality of care to our residents. Join us this fall for Fit for Success!

Training begins Thursday, September 14 from 1-3PM and runs for six consecutive weeks through October 19. The program is open to all staff who have been employed for 6 months or more, and are in good standing. **Applications are available on ADP or in HR and are due August 25.** Any questions, please contact Mary Ann Goode (x4730, maryanng@misericordia.com) or Kristina Lipsey (x3043, kristinal@misericordia.com).



MISERICORDIA WANTS TO HELP YOU PAY OFF YOUR STUDENT LOANS

Did you know that we are now offering a benefit to employees that will assist you in paying down your student loans? Misericordia will pay \$150 per month toward your total student loan debt if you are eligible to receive this benefit and chose to sign up. This benefit is paid directly toward your loan and does not replace your current payment. Current employees who change status and become eligible must register before the 20th of the month in order to have the \$150 payment applied toward the student loan for the following month. [Click here](#) to sign up today!

Please note: if you do not see an email from them, try checking your spam/junk folder.

"From the moment I received the first email from Peanut Butter that said 'Your first contribution is scheduled to be recorded on,' I felt just a bit lighter. While I consider my education priceless in how it's benefited me in pursuit of my goals, the debt is certainly a significant consideration. Knowing that this assistance is taking place, and will be a constant, gives me an overwhelming sense of gratitude. Not only for the additional financial support but also for the belief in me demonstrated by Mis." —Kristina Lipsey



CAMPUS SAFETY

ID USAGE AND SAFETY AWARENESS KEEPS ALL OF US SAFE



Pictured: Directors, Residential Staff and Specialists, and Receptionists, all wearing their Misericordia-issued employee IDs.

All employees are required to have their Misericordia ID with them when working and when on campus. We all bear the responsibility to ensure that safety remains a top priority for the residents and our employees. When a receptionist requests ID upon entry, employees are to comply with this request. Entry to a building or home may be refused without proper identification. **If you do not have your ID, please ask your supervisor for a temporary badge.**

When entering through doors in the Main Building, Conway or other areas, all are asked to be aware of non-employees who may try to gain entry. All visitors should enter through Thome or Ridge reception. All job seekers should enter through the front door of HR. If approached do not bring a non-employee through the building. Direct them to the correct point of entry.

We appreciate your attention to these simple measures that can help keep us all safe.

SECURITY REMINDER

The Misericordia Administration asks for everyone's help to ensure the safety of our Misericordia community by practicing the following measures:

- ALL employees are required to wear and have visible their Misericordia employee ID while on any part of the campus.
- Employees may be asked by security and reception to provide an ID when entering and while on campus. Please don't be insulted, security and reception are just doing their part in keeping us safe!
- If you observe a person(s) on campus who is NOT wearing an employee ID or not wearing a temporary visitor's ID, please contact reception immediately at 773-973-6300. Provide your location, their location and a description of the person and a security officer will be dispatched to assist.
- If you are approached by a person asking for assistance, kindly respond, "I will contact security to come and assist you" and then contact reception at 773-973-6300.
- Please, do not assist any person, without an ID or a temporary visitor's ID, with entry into a secured building without security's assistance!
- If at any time you feel your safety or the safety of our residents is at risk, call 911.
- And as always, if you "See Something, Say Something!". Call reception at 773-973-6300 and ask them to contact Misericordia Security and provide the relevant information.
- Dial 911 to report any suspicious activity, people, or vehicles on campus that pose an immediate or serious threat to our Misericordia community.

You can make a difference! You are the eyes and ears of Misericordia and the first line of defense in the effort to make Misericordia a safer place. We ask that all Misericordia employees work at doing their part to make Misericordia a safer place.



COMMUNITY DEVELOPMENTS

THE 2023 ARTIST IN ALL



Pictured: Residents at the Red Carpet showcase, before the annual Artist In All event that took place at the Art Institute of Chicago. [Click here](#) to see pictures from the evening, and [click here](#) to see artworks created by our talented residents, who are supported by their equally talented art instructors.

WALSH TOUR OF ROSEMARY PARK



Misericordia thanks Walsh Construction for the work they're doing on Rosemary Park, our latest residential expansion plan consisting of 16 new homes. Last Wednesday residents throughout campus toured the construction site and met some of the workers for an exciting afternoon!

To see the last year's groundbreaking ceremony, [click here](#), and stay tuned to Campus Connections for more updates!

CAMPUS CONNECTIONS



INFORMATION TECHNOLOGY

ADP PRIVACY AND SECURITY

Scammers continue to look for opportunities to steal your personal information. Recently someone tried to redirect an employee's direct deposit to another account.

Effective immediately, staff making changes to their direct deposit or changing their personal email address will be contacted by HR to confirm the change made in ADP. Your request/change will not be approved until the confirmation takes place with HR. This may also include requests to change your tax withholdings (a signed form may be required based on the request).

In addition, follow these guidelines from ADP to reduce the risk of your ADP or other accounts being targeted.

1. Check your devices for malware or anything that should not be there including favorites/shortcuts to access ADP.
2. Confirm your contact information in ADP is 100% accurate (Email address and cell #s). Confirmation/notification of changes in ADP will be sent to this email address or cell number.
3. Consider changing your personal email passwords as this is most likely the compromise point for scammers.
4. Check your mobile device(s) for cash apps that may have authenticated the activity or potentially be corrupt / compromised.
5. Change your user ADP password.

We hope these measures will prevent these scammers from stealing your personal information.



**DON'T BE A VICTIM
OF IDENTITY THEFT**

**WHEN ACCESSING MOBILE APPS AND
PAY/BANKING WEBSITES, REMEMBER
THE FOLLOWING DO'S AND DON'TS**

- **Don't** save your password on your mobile apps or shared computer for banking and pay websites.
- **Do** enter your password directly each time you access the mobile applications. You can also use the facial recognition or thumb print feature to access the mobile app.
- **Do** sign into any app and websites using the authentication features for secure applications like banking and payroll related apps, like Paychex, Paylocity or ADP.
- **Do** choose passwords that are strong and hard to be hacked (using a mixture of alphabetical and numeric, upper and lowercase and special characters when creating your passwords).
- **Don't** write down passwords where other people can find them.

These useful hints/reminders in addition to the link below from the Federal Trade Commission are great resources to help you protect your privacy and secure your password information on Apps.

<https://consumer.ftc.gov/articles/how-protect-your-privacy-apps>



DIVERSITY AND INCLUSION

REMINDING YOURSELF THAT YOU'RE AWESOME

Courtesy of *Indeed* and the *National Institutes of Health Office of Diversity, Equity, and Inclusion*

What do Viola Davis, Tom Hanks, and former First Lady, Michelle Obama have in common? They all confess to experiencing impostor syndrome. Imposter syndrome is defined as a "condition that describes high-achieving individuals who, despite their objective successes, fail to internalize their accomplishments and have persistent self-doubt and fear of being exposed as a fraud or imposter." Imposter Syndrome is cyclical, and roughly 70% of Americans, especially from marginalized populations, feel it at some point in their lives. The good news is that there are ways to help silence feelings of impostor syndrome, including **recognizing your achievements and developing new skills to help you feel more confident**. Additionally, we can all work to create an environment that makes each other feel a sense of belonging and recognition for what we do. So remind yourselves that you're awesome, and remind someone else that they're awesome too!

LOCAL BUSINESSES FROM AROUND THE GLOBE

HONEYBEAR CAFE

7036 N Clark St, Chicago, IL 60626

"A really good breakfast place that's family-owned and gives back to the community."

RUBY'S FAST FOOD

4551 N Pulaski Rd, Chicago, IL 60630

"If you're looking to try some good Filipino food, definitely check out Ruby's."

Send us a tip! If you have recommendations for any local minority and women-owned businesses that Misericordia should know about it, email CampusConnections@misericordia.com and tell us about their goods and services. We may highlight your suggestion in future issues of Campus Connections!



TELL US HOW YOU'VE SPENT YOUR SUMMER



Pictured: Rachel M from the Behavior Department kayaking at Antelope Canyon; Matt C, Stephanie C, and Natalie M and friends at Vegandale Fest

According to *Psychology Today*, "Engaging in leisure and recreational activities has been found to have significant benefits [...] from managing stress to bolstering our self-esteem." This quarter we invite everyone to tell us how you've spent your summer. **Whether it's taking a cross-country trip, reading a new book series, adopting a new pet, cultivating an indoor garden, or anything else that has brought you excitement or peace and relaxation, we want to know!** Send your pictures, name, and a brief description to campusconnections@misericordia.com and we will share with everyone!



DAY SERVICES

AUGUST AT DAY SERVICES



From planting seeds in the Gardens to residents enjoying time in the gym during camp week, residents at Day Services have enjoyed keeping active this summer!

IT STARTS WITH SAYING HI

With the reintegration of cohorts in our Day Services programs, we are excited to announce the launch of "It Starts with Saying Hi," a Diversity, Equity, and Inclusion-based curriculum for residents. This curriculum was created by staff members from Residential, Day Services, Behavior Therapy, and Development, in partnership with Blue Tower Solutions, and Orchard Tower. This will be a fun, informative, and engaging curriculum about showing respect and kindness to all.

NEW DEVELOPMENTAL TRAINING STAFF



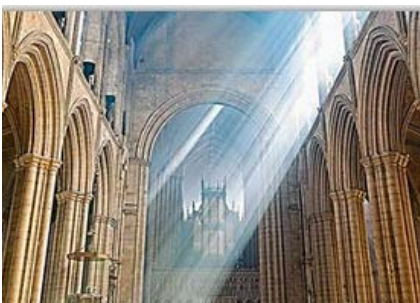
Olivia N - Developmental Training Instructor

CHECKING IN WITH OUR FEELINGS ON KNOWLEDGE OWL

Get the morning started off with an emotions check in, and time for socialization! This activity allows participants to share together and find common comfort within their emotions. [Click here](#) for details about this wonderful activity.

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



Catholics, along with Christians of many other denominations, believe in the ancient teaching that the communion of saints is the spiritual union of the members of the **Christian Church**, living and the dead. They are all part of a single "**mystical body**", with **Christ** as the head, in which each member contributes to the good of all and shares in the welfare of all. Because of this deeply held belief, Catholic tradition has from the earliest days included veneration and devotion to the Saints.

CAMPUS CONNECTIONS



DEPARTMENT SPOTLIGHTS

MONTHLY APPRECIATIONS



Pictured above: Misericordia's Qualified Intellectual Disabilities Professionals (QIDP), House/Environmental Managers, and Environmental Coordinators, who were recognized last month at a special lunch that gave them the opportunity to chat with one another and win raffle prizes!

For August, we will recognize our Supervisors and the amazing impact they have on everyone's workday!

To find out which month your department's appreciation will take place, [click here](#).

Moore Aquatic & Fitness Center Team

Continuously striving to discover and focus on abilities. We provide a welcoming and safe environment to promote wellness through fun physical activities and social interactions.

Mary Ann Zielke-Allen - supervisor



Mary Ann is the Pool and Fitness supervisor, she has worked at Mis for 16 years and worked in the aquatic world for 37 years. She has certifications in Lifeguarding, First aid, CPR, AED Instructor, Water Safety Instructor and Certify Pool & Spa Operator. She loves gardening, traveling, going to church and family time. Mary Ann is a mother of 3, grandmother (Oma) to 5.

Kevin Perry - lifeguard

Kevin has been working at Misericordia for over a year and has over 30 years of experience in aquatics. He attended Malcolm X College and is a certified Water Safety Instructor and Lifeguard. He is the father of 3 children and 3 grandchildren, loves to play basketball, swim, listen to gospel and jazz music and is an avid vintage car enthusiast.



Franki Silva - fitness instructor



Franki was born and raised in Chicago, has worked at Mis for over a year and in the fitness industry for 9 years. He has competed in and won powerlifting competitions for 6 years. Music is an important part of his life as well, as he has been a musician for 18 years. His main instrument is guitar and enjoys playing and studying all genres.

Jeanna Axton - lifeguard

Originally from California, Jeanna graduated from UC Santa Barbara in 2022 then moved to Chicago and started at Misericordia in October. She is passionate about travel, dance and giving back to communities. At Mis, she has helped coach swim teams and intramural sports for the Special Olympics and feels grateful to have made so many connections across the campus.



[Click here](#) to see the full image and read about staff from our Aquatic and Fitness Center



Please share with your friends and loved ones!

Family Fest is right around the corner and we need you! We are looking for volunteers to help before and during Family Fest. There are plenty of opportunities available. We can't do it without you!

[Click here](#) to sign up for volunteer opportunities before Family Fest.

[Click here](#) to sign up for volunteer opportunities on the day of Family Fest.

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

TEAM RECOGNITION MISERICORDIA'S RECRUITMENT TEAM



Pictured: Victor R, Nathalie V, and Cicley M, Misericordia's Recruitment Team

The Misericordia Recruitment Team consists of three recruiters, Victor, Nathalie V, and Cicley M. The team is actively screening, vetting and attracting candidates to our open positions through outreach, job postings and participating in community/education career fairs.

Victor has been with Misericordia a total of 12 years and in his free time loves to watch and play baseball, his favorite team is the Chicago Cubs he also enjoys working out. Nathalie has been with Misericordia since August 2022 and in her free time loves to thrift, create mixed media collages and take her rescue dog, Bettie Mae, on adventures in nature. Cicley has been with Misericordia for 23 years and in her free time loves to cook soul food, dance and travel. The Recruitment team is happy to assist with any recruitment-related questions you may have and looks forward to continuing their recruiting efforts.

WELCOME NEW RESIDENTS



Derrick Y (Shannon Apartments)

- Likes to watch TV
- Follows the lottery
- Enjoys sports



Nina S (CILA)

- Loves yoga
- Artist
- Enjoys most community activities



Patrick O (CILA)

- Enjoys comedy
- Worked at a fitness center
- Favorite sports team is the Chicago White Sox



Cam K (CILA)

- Avid Uno player
- Enjoys being active
- Loves Thousand Island dressing



Carter C (McAuley)

- Likes chewies
- Enjoys switch toys
- Loves spending time with family

NOMINATE YOUR TEAM FOR MISERICORDIA'S TEAM RECOGNITION

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

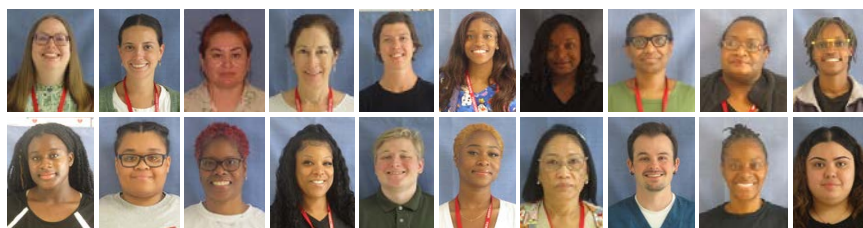
Does your team demonstrate any of the five Community of Believers Values?:

- Quality of Life
- Connection
- Responsibility
- Spirituality
- Diversity & Inclusion

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

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

WELCOME NEW STAFF (FROM JULY 2023)



Laura Tunningley (CDS); **Gillian Brown** (CILA); **Elida Romero** (CILA); **Therese Davis** (DT); **Hunter Goodwin** (DT); **Porsha Jones** (DT); **Ashanti Cole** (Marian Center); **Stacy Cummings** (Marian Center); **Kimberly McGee** (Marian Center); **Robin Taylor** (Rosemary Connelly); **Sarai Gouegnon** (Marian Center); **Zestra Owens** (Marian Center); **Brittannia Porter** (Marian Center); **Charda Robinson** (Marian Center); **Luke Berg** (McGowan); **Chidinma Chima** (Mercy Glen); **Susan Constantino** (Nursing); **David Graham** (Nursing); **Sandra Fitzpatrick** (Rosemary Connelly); **Jailene Alvarado** (Village)

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

AUGUST ANNIVERSARIES

- 43 Dawn Matke
- 42 Sr. Eileen Sullivan
- 35 Jim Ahfeld
- 34 Donna Zaidi
- 31 Ricardo Pagan
- 29 Tangerine Miles-Coleman
- 28 Kerry Roach, Linda Zak
- 27 Kristen Dybas-Kupscuk, Teresa McDonald, Kevin Isleb
- 26 Mary Barner, Sheila King
- 25 Joseph Watkins
- 24 Lisa Adds
- 23 Cicley Mosley
- 22 Raquel Brow, Latishia Greer
- 21 Lenora Brown
- 20 Edgar Muniz
- 19 Melissa Hart
- 18 Darcie Paparigian, Lucia Garcia, Barbara Vialdores
- 17 Victor Echavarria, Kathleen Keating
- 15 Margarita Roman
- 13 Patrick Nee, Beth Woytek
- 12 Lindsey Wilkins, Brandon Harris, Sarah Powills
- 11 John Brady, Megan Christiansen
- 9 Sarah Peters, Manuel Aguilar, Mary Jo O'Brien, Beth Hadley
- 8 Isaac Hernandez, Sharon Metzger, Kelly Oleary, Shelley Smith, Ashley Kauffman
- 7 Fionn Boler, Hermalita Doss, Monica Ryan, Bozena Spahija, Loni Tierrablanca, Jazmin Tovar, Alison Slak
- 6 Zoma Patel
- 5 Vincent Martinelli, Heather Miller
- 4 Annemarie Bold, Jason Lewan, Angel Oyervides, Nikolas Clark, Nicole Daniels, Shaquita Blackman, Corey Kurete, Isaiah Newport, Dorel Perez Tapia, Miekko Cook
- 3 Andrew Alvarez, Bilel Dekhili, Lulu Eshuis, Gabriel Estrada, Rosa Flores Gomez, Heba Hussain, Emma Johnston, Raygen Nabors, Yuliana Pena, Martha Sanchez Vasquez, Veronica Sturkey, Vivian Ukesone-Harris, Lizaida Velazquez, Alisia Truss, Madeleine Ngo Kendeck, Francine Yogo
- 2 Lisseth Acosta, Ramona Alexis, Dione Boyd, Charnita Crumpton, Amanda Ferris, Saul Hernandez, Alma Martinez, Devyn McSheridan, Albert Montgomery, Elisa Page, Niecole Shipman Banks, Alise David, Ava Lugo, Chandell Pet
- 1 Ashley Smith, Nathalie Virgil, Patherese Le, Gabriela Lopez Cuevas, Lamaas Polk Bey, Molly Kilroy, Meghan Busky, Anna Grundhoefer, Monserrat Mercado, Hector Peraza Santana, Destinee Bell, Sarah Bridgeforth, Ashley Dickerson, Tristan Fisher, Linda Harris, Rasheeda Johnson, Karen Saffa, Jesenia Sanchez, Kimberly Wright

IT PAYS TO READ CAMPUS CONNECTIONS

We would like to congratulate Maighyn Magee, whose name was drawn in our latest tickets raffle to attend the Chicago Sky game. Maighyn received two skybox tickets seats, along with access to the players tunnel for a pre-game pep rally.

Remember, it pays it read Campus Connections. To learn about more raffles and happenings, keep following us every week!

IN MEMORIAM



Our deepest condolences go to the loved ones of Victor Montefalco.

[Click here](#) to visit his memorial page.

"Blessed are those who mourn, for they shall be comforted." Matthew 5:4

Stay tuned for weekly **Campus Connections** updates sent via email. You can also find previous issues of **Campus Connections** in ADP and [here](#) on our website. If you have any questions or feedback for us, send your messages [here](#)! Be sure to include your name, work area, and an email we can use to contact you!