



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 6

JUNE 2021

Vol. 1

WHAT'S INSIDE

• **Employee Wellness** 2-3

#MisericordiaStrong Vaccination Lottery, Employee Assistant Programs for PTSD, Men's Health Month, COVID-19 Updates, Sign-up for Outdoor Yoga

• **Diversity and Inclusion** 4

Honoring Juneteenth, "I Am Proud" Campaign, Spirit Week, Local Businesses from Around the Globe

• **HR and Staff Development** 5

Employee Referral Bonus Program, PHI e-Booster, 401K Webinar, Fit for Success Feedback

• **Information Technology (IT)** 6

AWARDS Goes Live in the Village, Wi-Fi Updates, Ron Masterson: Senior Systems Engineer

• **Mis Community Developments** 6

Pool & Fitness Center Reopens for Staff

• **Community Day Services** 7

Flex Programs, On-Site Programs Expanding, Online Resources, McAuley Hot Air Balloon Launch

• **Did You Know?** 7

Positions at Mis that employees can be promoted to without a degree

• **Monthly Recognitions** 8

Staff Spotlights, Anniversaries, Warm Welcomes, Look Who's on the Move

To all of our Misericordia staff

We are so grateful for all your hard work over this past year and several months! Each and every staff member in every role/position has played a special part in keeping our community safe and healthy. While we have all experienced so much during this past year, there have also been some silver linings that have made us each better as a shared humanity. We have learned what is and isn't important and understand the need to continue to move forward as an organization. We have updated our mission statement and values to reflect further the direction we should be headed as a community. With the availability of the vaccine and lowering numbers of Covid, we can face the future with great hope.

We recognize that with the pandemic and other contributing factors it has also been a difficult year to find staff to work directly with our residents. We so appreciate the hard work that it is and for your support of the residents and each other. We want you to know that we are trying very hard to get quality staff to join us in sharing the mission of Misericordia. We have been holding virtual job fairs, virtual interviews, connecting with our networks, including junior colleges and some universities, and advertising on social media and job sites. We also ask that you join us in solving this problem by helping refer good quality employees to join our team and don't forget, that by doing so, **you can earn a referral bonus!**

We also hear from you how difficult it is to work three weekends a month and recognize the challenge of this expectation. Please know we are looking at this seriously to identify how this can be addressed, however in order to make further changes with weekends and schedules we have to fill our current open positions across the entire campus. In recognition of the challenges related to weekend work, **we have increased the weekend differential for direct care and auxiliary staff.** AMs will go from \$1.15 to \$2.00 and PMs and ON's will go from \$1.50 to \$3.00.

We are proud of Misericordia's 100 year anniversary and so blessed to have Sister Rosemary, our visionary and leader for over 50 years continue to ensure that we move forward and meet the needs of our very vulnerable residents. We thank all of our staff for continuing to walk this journey with Sister Rosemary and Misericordia. We are grateful to have mission-driven employees that love and respect our residents. You are essential to the quality care provided by Misericordia. Together we do make a difference in the lives of those we serve. We are **#MisericordiaStrong!**

May God continue to bless you and yours.

Sincerely,

Mary Pat O'Brien, Assistant Executive Director, Residential & Program Services



EMPLOYEE WELLNESS

WIN \$1,000 IN OUR #MISERICORDIASTRONG VACCINATION LOTTERY

Misericordia recently received a large donation from a benefactor to hold a lottery for all vaccinated employees.



-  The drawing will be held on July 12, 2021
-  25 employees will receive cash prizes of \$1,000 each
-  If you are not vaccinated, there is still time! Visit cookcountypublichealth.org to find vaccination sites. As long as you've completed your first shot before July 12th, you are also eligible
-  The odds of winning are 1:47

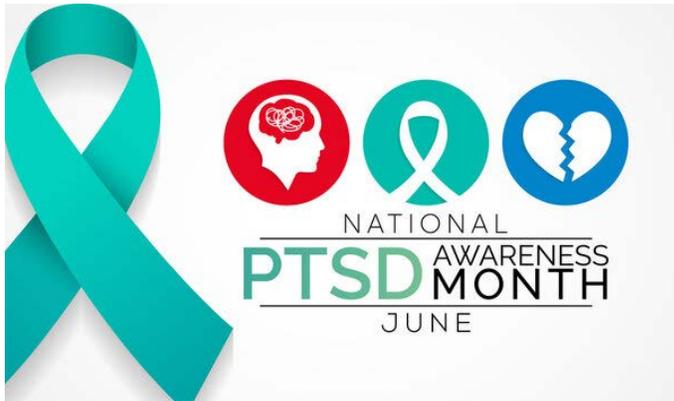
PROTECT YOURSELVES,
PROTECT OUR RESIDENTS,
PROTECT OUR COMMUNITY.

#MISERICORDIASTRONG

CAMPUS CONNECTIONS



EMPLOYEE WELLNESS



Post-traumatic Stress Disorder (PTSD) is defined as "an anxiety problem that develops in some people after extremely traumatic events, such as combat, crime, an accident, or natural disaster." [Click here](#) to learn more about PTSD signs and treatment.

If you or a loved one suffers from PTSD, please know that there are resources available to help you through Misericordia's **Employee Assistant Programs (EAP)**.

[Click here](#) to learn about helpful options for all employees, based on your enrollment plan. If you have additional questions about EAP, you may visit HR or email josephy@misericordia.com.

COMMUNITY COVID-19 UPDATES

With the Phase 5 Opening for the state of Illinois (including Chicago) happening on June 11th, what guidelines remain in place?:

- Illinois will continue to recommend face coverings for unvaccinated persons, as well as all individuals on planes, buses, trains, and other forms of public transportation; in transportation hubs, such as airports and train and bus stations; in congregate facilities such as correctional facilities, veterans' homes, and long-term care facilities, group homes, and residential facilities; and in healthcare settings.
- Starting June 14th, Misericordia will begin to restart regular and intermittent home visitations. COVID testing is no longer required for vaccinated residents post-home visits.

OUTDOOR YOGA FOR STAFF

GUIDED BY RITA ALVIAR-KOROVESIS

JUNE 22ND

1:00 P.M.

SOUTH LAWN IN FRONT OF HOLBROOK

**[CLICK HERE](#) TO RESERVE A SPOT
YOU MUST INFORM YOUR SUPERVISOR
BEFORE SIGNING UP**

PLEASE BRING YOUR OWN YOGA MAT

MEN'S HEALTH MONTH



Courtesy of the U.S. Department of Health and Human Services Office of Minority Health (OMH), [CLICK HERE](#) to learn OMH's "Six Plays for Men's Health remind men and boys that they can improve their health by seeking medical advice and taking other important steps, such as making healthy food choices, staying active, getting regular checkups, taking care of their mental health and being #VaccineReady."



REMEMBER TO DRINK WATER

Pictured: Marian Center Resident, Michelle K. drinking water after a walk! As the temperatures rise, remember to push fluids for the residents and yourselves. Stay cool, and stay hydrated!

CAMPUS CONNECTIONS



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

Wilde Bar & Restaurant

3130 N Broadway, Chicago IL 60657

"Great food, and they frequently work with Misericordia."

Semi-Colon Bookstore

515 N Halsted St, Chicago, IL 60642

"Chicago's only Black-owned bookstore. They host book fairs and events too."

Betty Lou's

5633 N Ashland Ave, Chicago, IL 60660

"Good appetizers, especially their Soul Rolls. They have delicious jerk chicken too."

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

#MISERICORDIASTRONG SPIRIT WEEK JUNE 21 - 25

MONDAY - MISMATCHED SOCK DAY

TUESDAY - TWINS DAY

WEDNESDAY - MIS STRONG DAY

THURSDAY - SUPERHERO DAY

FRIDAY - RAINBOW DAY*

***HAVE YOUR PICTURE TAKEN TO BE ENTERED INTO A RAFFLE DRAWING!**

ADDITIONAL INFORMATION WILL APPEAR IN THE FOLLOWING CAMPUS CONNECTIONS UPDATES!

HONORING JUNETEENTH

On Saturday, June 19th at 11:00 AM, our campus will hold a Moment of Silence in recognition of Juneteenth, a holiday that celebrates the emancipation of those who had been enslaved in the United States.

All areas will also be served special lunches and dinners with food items that are traditionally served on Juneteenth.

Please note: Certain entrees and desserts have been modified to accommodate the mealtime needs of our residents. Your supervisors will provide you with additional details about the menu.

To learn more about Juneteenth we encourage you to **click here** to read about "the longest-running African American holiday."

TELL US WHAT YOU'RE PROUD OF

Everyone is invited to take part in letting us know what makes you proud! Please see your supervisor for an "I Am Proud" template. Pose with your sign and send your pictures to tiffanyj@misericordia.com by June 27th.

Kindly note: Anybody who is photographed wearing a face mask should be wearing it properly, covering the nose and mouth. **We also ask you to take pictures by holding your camera horizontally.** Your photos may appear in **Campus Connections** and on social media!



- "I am proud to be working around such great participants"
- "I am proud of myself"
- "I am proud of being a good friend to others"
- "I am proud of the resiliency of our residents and staff"



"How many years has it taken us to realize that we are all brothers and sisters and human beings in the human race?"—Marsha P. Johnson



HR AND STAFF DEVELOPMENT

PHI E-BOOSTER: THE AWE QUESTION

We encourage you to take five minutes for the third video in our PHI E-Booster series, ***Building a Coaching Habit***. In this video, we look at the "AWE Question." What is the "AWE Question"? [Click here](#) to find out!

This series challenges us to think about how to ask questions in a way that leads to more information, better outcomes, and great efficiencies. Pairing quality questions with active listening may seem like small steps, but put together, the skills have the potential to really positively impact our workplace culture.

We are also happy to announce that live, in-person PHI Boosters will be returning soon for those who have completed the Coaching Approach to Supervision training. We will also offer the same training on a different day via Teams. Watch for an email invitation soon!

MISERICORDIA RETIREMENT PLAN 401(K) CORRELL CO. WEB ACCESS PORTAL DEMONSTRATION

[CLICK HERE TO ACCESS OUR
RECORDED WEBINAR](#)

FOR ADDITIONAL INFORMATION
ON THE 401K AUTO INCREASE
[CLICK HERE](#)

EMPLOYEE REFERRAL BONUS PROGRAM

SPREAD THE WORD ABOUT WORKING AT MIS!

In our continued efforts to hire great people to join our team, we are expanding our **Employee Referral Bonus Program** from CNA/DSP referrals to referrals for all open positions.

Referral forms can be found at HR and on ADP. Successful hires who are here for 6 months and 1 year, **resulting in up to \$1,000** for you as the referring employee who is in good standing.

CREATING SOLUTIONS: FIT FOR SUCCESS

In response to your growing interest to see professional development opportunities, we proudly launched the ***Fit For Success*** program to help employees in all areas advance their careers here at Misericordia. Here's the latest feedback we received from one of the program's participants:

"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, Registered Behavior Technician (RBT)**

Stay tuned for announcements related to more professional development opportunities. In the meantime, visit page 7, where you can find a list of positions that Misericordia offers to people with and without college degrees.



INFORMATION TECHNOLOGY

CAMPUS WI-FI AND COMPUTER UPDATES

- We are starting to install outdoor access points. The area around Holbrook now has Wi-Fi coverage. Both the Miznet (resident/guest network) and the MWiFi (Misericordia usage) will be available.
- We have implemented new next-generation firewalls. These will provide better protection against ransomware and viruses. Another improvement is automated failover between 2 Internet providers.
- All Misericordia devices should have the **Campus Connections** tab on their desktops. You can also [click here](#) to find the most recent issues of this newsletter and updates!



Following the CILAs and Shannon Apartments, the Village has now gone live in AWARDS. Next up will be Quinlan and Mercy Glen on August 1st.

RON MASTERSON: OUR SENIOR SYSTEMS ENGINEER



Fun Facts About Ron:

- Fan of classic cars and has a 1968 Pontiac Firebird
- Avid reader
- Enjoys camping and hiking

Ron Masterson has been with Misericordia for 30 years. Throughout his time, he has been at the heart of all of the technological advances within our organization. He has also had to deal with all of the things that can go wrong with technology. His dedication has kept Misericordia running and his creativity and ingenuity have helped create the system we all rely on today.

Ron has recently moved into a new Senior Systems Engineer role where he will focus on building solutions we will all rely on in the future.

MISERICORDIA COMMUNITY DEVELOPMENTS

THE POOL AND FITNESS CENTER RE-OPENS FOR STAFF

Vaccinated employees are now able to sign up for 30-minute time slots in the Fitness Center. Please be sure to follow the guidelines below:

- 1) Entrance is through the Norkett Hall door only.
- 2) The locker rooms are not available for employee use at this time.
- 3) Please bring your own water and towels.
- 4) You must sanitize any equipment you use, immediately after use.
- 5) Please be respectful of your appointment time and do not stay over so that others may stay on schedule as well.
- 6) Masks must be worn at all times.

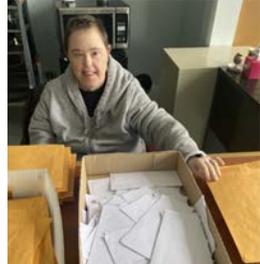
To see the list of times and sign up for a slot, [click here](#). Please ensure that you schedule for a time that does not interfere with your responsibility to provide support for the residents and your work area.

CAMPUS CONNECTIONS



COMMUNITY DAY SERVICES

JUNE UPDATES AND HIGHLIGHTS FROM COMMUNITY DAY SERVICES (CDS)



Pictured (clockwise): Ernie S. and Ross T. enjoying the spring flowers; Jackie J. and CDS Instructor Yvette R. making greeting cards; Denise D. collating mail; Chair Yoga with Rita for residents on-site and at home!

CDS is committed to continuing to expand participant day service opportunities, with both safety and quality at the forefront of decision making. Our on-site buildings have already opened for residents from Shannon Apartments and McGowan Home, in addition to the CILAs and the Village Homes. We are also offering "flex programs." What's a "flex program"? They are programs like Recycling, Gardens, or activities in the gym. These programs will reach participants from different cohorts on different days! So let us know what you think. We welcome your ideas to enhance the success of these programs!

ONLINE RESOURCES BROUGHT TO YOU BY CDS

Whether you're helping with programming in our on-site buildings or looking for learning activities to do with the residents at home, here is a list of resources to keep everyone engaged!

- **MISTECH YOUTUBE CHANNEL**

This YouTube channel offers over 75 playlists and 140 channels available. [Click here](#) to access.

- **MISERICORDIA CDS GOOGLE DRIVE**

Find 25,000 worksheets, gross motor skills online books, SmartBoard activities, and PowerPoint games available. [Click here](#) to access.

- **KNOWLEDGE OWL**

Knowledge Owl is a database containing a diverse selection of activities for individuals of all ability levels. Each article has detailed instructions for facilitators, an activity, and ideas for how to incorporate the lesson into the community. [Click here](#) to access. Contact Nora Turgeon to get your areas username and password norat@misericordia.com



MCAULEY'S INAUGURAL
HOT AIR BALLOON LAUNCH



FRIDAY, JUNE 18TH 1PM
RAINDATE - MONDAY, JUNE 21ST 1PM
FIELD BETWEEN HOLBROOK AND QUINLAN

DID YOU KNOW?

There are a number of positions at Misericordia that employees can be promoted to without having a degree, including:

- Environmental Coordinator
- Residential Manager
- Shift Leader
- Registered Behavior Technician
- Manager
- Supervisor (Residential)
- Supervisor (CDS)
- CDS Trainer
- Lead Job Coach

(This does not include opportunities that are a little more infrequent but do exist such as Nursing Administrative Assistant or Receptionist)

GOT A QUESTION THAT YOU'D LIKE FOR US TO ANSWER?

In our efforts to remain transparent and keep our community informed, we encourage you to reach out to us with questions you may have about Misericordia. [Click here](#) to submit your inquiries and we may answer them in our newsletter! Be sure to provide your first and last name, as well as a work extension or an email address for us to contact you!

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

LOOK WHO'S ON THE MOVE

- **Angel Caldwell** former DSP in the Village, now DSP/Lead Job Coach in the Village
- **Chloe Cordle** former DSP in Quinlan, now DSP/Lead Job Coach in Quinlan
- **Bilel Dekhili** former DSP in Mercy Glen, now DSP/Lead Job Coach in Mercy Glen
- **Shantie Harris** former DSP in CDS, now CDS Trainer in CDS
- **Brian Johnson** former Kitchen Aide, now Driver for Food Services
- **Irma Juarbe** former DSP/Relief Supervisor in Mercy Glen, now Residential Manager in Mercy Glen
- **Ron Masterson** former Computer Analyst/Administrator in IT, now Senior Systems Engineer in IT
- **Leah Petrak** former DSP in Mercy Glen, now DSP/Lead Job Coach in Mercy Glen
- **Jessica Tanski** former Recreation Therapist in Recreation Department, now CDS Instructor in CDS
- **Mon Ryan Teh** former DSP in Rosemary Connelly Homes, now QIDP in Rosemary Connelly Homes
- **Noah Thomas** former DSP in the Village, now DSP in Mercy Glen
- **Joseph Watkins** former CDS DSP, now CDS Trainer at CDS

WELCOME NEW RESIDENTS



Oona A. (Marian Center)

- Enjoys Disney movies
- Very close to her brother
- Already fits in with her housemates



Michael S. (Shannon Apartments)

- Loves the Chicago Cubs
- Worked at Jewel for several years
- Already fits in with her housemates



Anthony K. (McAuley)

- Loves to dance
- Enjoys listening to books
- Has a great sense of humor



Rekeia K. (McAuley)

- Loves music
- Collects toys and Barbie dolls
- Big fan of cartoons



WELCOME NEW RESIDENTIAL AND CDS STAFF

- Ariane Nkameni** (Quinlan)
Casey Stewart (Mercy Glen)
Gretchen Gantner (CDS)
Carlos Benavides (McAuley)

STAFF SPOTLIGHT



Posted on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong. [Click here](#) to learn about our latest staff spotlight, **Janie Jefferies**.

You can also scroll the Misericordia [Facebook](#) page to see our previous Spotlights.

JUNE ANNIVERSARIES

- 43** Bob Noga
- 36** Deb Hayes
- 35** Diana Echavarría
- 30** Chris Krackenberger
- 29** Tom Gaynor
- 27** Tim Strong, Warren Barker
- 26** Marilyn Ceni, Susana Gonzalez
- 25** Jane Gaynor
- 23** Brent Edminster, George Jackson
- 22** Shouna Angion, Joe Ferrara
- 21** Regina Moore-Wright
- 20** Jeff Lucero, Latisha Robinson
- 18** Lisa Hirschle, Gloria Lane, Michael Tilkin
- 17** Felicia Allen
- 16** Ashley Hesperen, Anne Weigand, Kristin Roberts, Rosemarie Kriho
- 15** Karina Leon, Andrew Blomquist
- 14** Dominique Greenwood, Aster Ijigu
- 13** Regina Nyema, Sherill Hiser, Alfredo Barrientos, Monica Thompson, Lynne Winogrocki
- 12** Kelli LaBelle, Anginette Magitt
- 8** Megan Glaser, Mike Sullivan, Lindsey Tamulonis, Samantha Sexton, Lamyschia Thomas
- 7** Therese Barr, Nelliz Grandos, Yvonne Martin, Celia Martinez
- 6** Evan Peterson, Marilyn Martinez, Fkrtemariam Negassi, Elizabeth Velasquez, Travis Johnson
- 5** Akin Ajibade, Rose Bennet, Darren Council, Sara Glass, Shantell Hill, Teirra Jones, Patricia Morgan, Ashley Williams, Cari Wagner
- 4** Rizalie Ali, Robynne Cooper, Patricia Flores, Tatiana Dotson, Shavonne Morgan, Lamidi Olaniba, Briana Walker
- 3** Alejandro Betancourt, Stefanie Pinon, Taylor White, Shamyra Ball, Jose Bazan, Lisa Janacek, Jessica Mazza, Tracey Nolan, Sydney Tauber, Noah Thomas, Paris White
- 2** David Moreno, Anthonia Jeje, Abryl Perez, Anita Anderson, Mia Edwards, Jessica Hendricks, Chloe Cordle, Wadud Dele, Aracely Hernandez, Heather Kauss, Mary McHugh,
- 1** Nancy Montes, Shyon Nelson, Jennifer Nnamdi, Tyneisha Reed, Cynthia Stowell, Divine Igiraneza, Elva Macedo

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!