



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 12

DECEMBER 2022

Vol. 2

WHAT'S INSIDE

- **Employee Wellness** 2
COVID Updates, EAP, Restore & Remember
- **Special Acknowledgment** 3
Happy Retirement Denise
- **Diversity and Inclusion** 4
Local Businesses From Around the Globe, Chicagoland Holiday Events, Christmas Shows at Chicago Theatre & Suburbs
- **HR and Staff Development** 5
Holiday Stress & PHI, Implicit Bias Training, Holiday Premium Pay
- **Creating Opportunities** 6 - 8
New Job Coaches, FFS: Tier 1, Student Loan Assistance, OJT Trainers
- **Information Technology (IT)** 8
AWARDS/MedSupport, Misericordia Email Security
- **Day Services** 9
Thank You from Tina
- **Understanding Catholic Identity** 9
12 Days of Christmas
- **Community Developments** 10
Turkey Toss & Employee ID Picture Day, Chicago Marathon, Parade with Santa
- **Monthly Recognitions** 11-13
Warm Welcomes, Anniversaries, Quarterly Promotions, Team Spotlight, 2023 Bucket List, Reader Survey, Gratitude 2022, In Memorium

Dear Employees,

What a year it has been! The biggest highlight in my role as President and Executive Director of Misericordia Home is the time I have had with many of you this year. One of the goals that I had for myself was to spend time getting to know our wonderful staff. To date, I have met with over 800 of our 1100 employees and the consistent message I heard is the love that our staff have for the residents at Misericordia. We are truly blessed to have such compassionate and caring staff that open their hearts to our residents. Our residents know they are loved!

It has been a long 2 and a half years of uncertainty and required flexibility by all, especially you. We cannot thank you enough for your unwavering love for our residents and your dedication to Misericordia. During this time of the year, it is an opportunity for me to reflect on God's goodness that I see in each of you, our residents and those who believe in the work that we are doing at Misericordia.

Thank you once again for choosing to be a part of the Misericordia family and for the wonderful work that you do to keep the Misericordia spirit alive. Please let your friends know we could use more loving people. May God bless you and your family during this holiday season.

Blessings,

Fr. Jack



SPECIAL ACKNOWLEDGEMENT

THANK YOU
DENISE

38 YEARS OF DEDICATION

Dear Staff,

As my 38-year career comes to an end, I wanted to thank Sr. Rosemary, Lois, Mary Pat and Fr. Jack for giving me the opportunity to grow at Misericordia. It has been my pleasure to serve the residents at Misericordia in a wide variety of ways. I am so grateful to each of you for the commitment that you have made to the residents and your co-workers. Misericordia is truly a remarkable place full of wonderful generous people and you are all part of its success. Your job is difficult but you are here for the right reason; you are truly making a difference in the lives of the residents and for that you should be proud! Thank you for being a part of my life for all these years!

With gratitude,

Denise Tigges, Administrator



Pictured: McAuley Resident Holly and Administrator Denise



MISERICORDIA Sweet Shoppe

Looking to find unique, beautiful gifts for your loved ones? Visit our Sweetheart Shoppe in Glenview on 989 Waukegan Road. We are open Sundays in December from 9 AM - 3 PM; Tuesday through Saturday from 9 AM - 4 PM; and Thursday evening until 7 PM.

CAMPUS CONNECTIONS



EMPLOYEE WELLNESS

STAYING UP TO DATE WITH COVID-19 VACCINES



Pictured: Last Tuesday's on-site booster clinic. Misericordia thanks Jennifer Burns and UChicago Medicine for helping our employees stay up-to-date on their vaccines.

The updated Protected Pay policy indicates that as of January 1, 2023, Misericordia will only provide protected pay for employees who are up to date with COVID vaccines. **If anyone tests positive as of 1/1/2023 and is not up to date, Misericordia will no longer cover their required time off.**

Based on CDC guidance, Misericordia recommends the following to be considered up-to-date:

- **For people who have completed the primary vaccine series and it has been at least 2 months since their last dose or last booster.**
 - **You should get one updated Bivalent Booster (using Pfizer-BioNTech or Moderna).**
 - **The Bivalent Booster**, released in the fall of 2022, is considered the most long-lasting and effective against various strains of COVID. **Once you receive this booster, you are considered up-to-date.**
- Consult your doctor and area's director if you receive another booster (e.g. monovalent) to determine your vaccine status.

Note: If you've tested positive for COVID-19, you may want to consider delaying your vaccine dose (primary dose or updated booster) by 3 months after symptoms started or, if you had no symptoms when you first received a positive test.

Restore & Remember

Losing someone you care for is one of the most challenging parts of life, and Misericordia is committed to supporting staff as they endure the hardship of losing the residents they care for. Restore & Remember started in 2017 as an outcome of the Grief & Loss committee in response to staff satisfaction surveys. This initiative seeks to reassure our staff that they are not alone in their grief, in their experience of loss. Rather, as a community we experience loss collectively. With the mutual support, loss can lead to connection, healing, and restoration. Over the last 5 years, staff throughout campus have attended Restore & Remember to honor the lives of the residents who have passed away through art-making and writing. We invite you to witness these pieces [here](#) and join us in remembering the individuals from our community who remain in our hearts (recommended viewing in 1080p).

Employee Assistance Program



An EAP can be a stepping stone and link to more long-term mental health maintenance. **[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.

CAMPUS CONNECTIONS



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

BATTER & BERRIES

2748 N Lincoln Ave, Chicago, IL 60614

"I've never been to a restaurant with so many French toast options!"

BACCI'S PIZZERIA

2301 W Taylor St, Chicago, IL 60612

"Home of the jumbo slice of pizza."

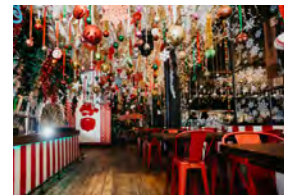
Send us a tip! If you have recommendations for any local minority and women-owned businesses that Misericordia should know about, [click here](#) and tell us about their goods and services. We may highlight your suggestion in future issues of Campus Connections!

CHRISTMAS SHOWS AT CHICAGO THEATRES & SUBURBS

Have a night out on the town with your family enjoying the Chicago theatres. Here are a few shows to see:

- **A Christmas Carol** at Goodman Theatre (Chicago)
- **Cirque Dreams: Holidaze** at Auditorium Theatre (Chicago)
- **Elf** at Dury Lane Theatre (Oakbrook)
- **A Christmas Story** at Marriot Theatre (Lincolnshire)
- **I Saw Mommy Kissing the Second City** (18+) at Paramount Theatre (Aurora)

CHICAGOLAND HOLIDAY EVENTS



Picture clockwise:
Pilsen Gourmet Festival;
Santa Baby Christmas Bar; 8 Crazy Nights; Light Festival

Looking for local things to do this holiday season? We've got you covered! [Click here](#) to see a calendar of festive happenings from Timeout Chicago, and check out some highlights below:

Pilsen Gourmet Festive - 2875 W Cermak Rd, Chicago, IL

- "Celebrating the flavors of Pilsen and Latino chefs in Chicago"
- Runs through December 16th
- [Click here](#) to visit the event website

Santa Baby Christmas Bar - 3505 N Clark St, Chicago, IL

- "Multi-level Christmas pop-up bar"
- Runs through January 16th
- [Click here](#) to visit their website

Aurora Festival of Light - Philips Park, 1000 Ray Moses Drive, Aurora, IL

- "A spectacular holiday wonderland"
- Runs through December 25th
- [Click here](#) to visit their website

8 Crazy Nights - 3341 N Sheffield Ave, Chicago, IL

- "Chicago's only Hanukkah-themed pop-up bar"
- Runs through January 8th
- [Click here](#) to visit their website

Christmas Around the World - 5700 S Lake Shore Dr, Chicago, IL

- "Features more than 50 trees and displays highlighting holiday customs celebrated around the world"
- Runs through January 4th
- [Click here](#) to visit their website



HR AND STAFF DEVELOPMENT

HOLIDAY STRESS & PHI

This year feels, in many ways, like a 'return to normal' for the holidays at Misericordia. While we know that Covid is still very much a part of our reality, we also know that there's much to celebrate. Holiday parties have returned to many residential areas. Staff dinners are back. Our bakery staff work around the clock to fill orders. Recreation staff spend countless hours preparing the Heartbreakers for their many performances. And our residential and CDS/DT staff find ways to make each day fun and full of joy for the residents.

There's excitement...AND there's a lot of added stress to our days! We are pulled in so many directions. Perhaps a quick reminder of some of our PHI skills might help you manage all that is added to your already full plates! Remember that part of being an effective team member is the ability to stay calm in stressful situations.

We talk about the importance of "pulling back" from strong emotions that might come with these stressful times. When confronting a challenging situation, we have choices in how we respond. We can become frustrated, overwhelmed, or angry about the added pressure. Or, we can "pull back." Maybe this might look like taking some deep breaths or talking through the stress with a trusted coworker. Or perhaps you might take a few minutes to step outside for fresh air or a quick walk around campus? Can you try to reframe what's going on? Notice what's happening and do whatever helps you return to a state of calm. These holiday stressors won't last forever, but our ability to respond to them in a healthy way will help manage the future stress that inevitably will come our way. Wishing you a peaceful holiday season!

IMPLICIT BIAS TRAINING COMING NEXT YEAR

Do you hold a professional license? If so, a new training requirement is coming in 2023! Starting January 1st, the State of Illinois will require all professionally licensed health care workers to complete one-hour of Implicit Bias training. Licensed healthcare workers include doctors, nurses, therapists, and nursing home administrators. More information regarding this new online training will be coming soon. Question about this training? Please contact Sarah Powills at sarahg@misericordia.com.

For more information on this new requirement, or to see if you are required to complete the training, [**please visit this link.**](#)

HOLIDAY PREMIUM PAY

Employees will be paid time and a half for working the following days and shifts:

NIGHT SHIFT

- Christmas Eve (12/24)
- New Year's Eve (12/31)

DAY SHIFT

- Christmas Day (12/25)
- New Year's Day (1/1)

EVENING SHIFT

- Christmas Day (12/25)
- New Year's Eve (12/31)



CREATING OPPORTUNITIES

CONGRATULATIONS TO OUR NEW JOB COACHES



Pictured: Vincent Mosley (Village), Corey Kurete (Village), Shantel Walker (Village) and Ken Gasch (Mercy Glen).

We are excited to announce the addition of four new Lead Job Coaches! We congratulate them on the completion of their training for this new position and wish them well as they move forward in their new roles.

MISERICORDIA WANTS TO HELP YOU PAY OFF YOUR STUDENT LOANS

Peanut Butter is the company we use to assist employees in paying off their student loan debt. We currently have 103 employees who are taking advantage of this incredible benefit. By signing up you can have \$150 per month paid off toward your existing student loan debt. There is NO cost to employees. [Click here](#) to sign up!

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

INTERESTED IN ADVANCING YOUR CAREER AT MIS?

JOIN US!

FIT FOR SUCCESS: TIER 1 SELF-IDENTITY

[Click here](#) to download and print an application, also available on ADP or in HR.

Due to HR: Decmeber 16, 2022.

Classes will meet Thursdays 1-3 PM from
January 12 through February 16.

READ WHAT OTHERS HAVE SAID ABOUT FIT FOR SUCCESS



"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."



"Fit for Success helped me in the few weeks learn how to deal with issues and understand people around me more."



"Taking this program was a part of my career track and professional development goals. I received the promotion I desired which is great."



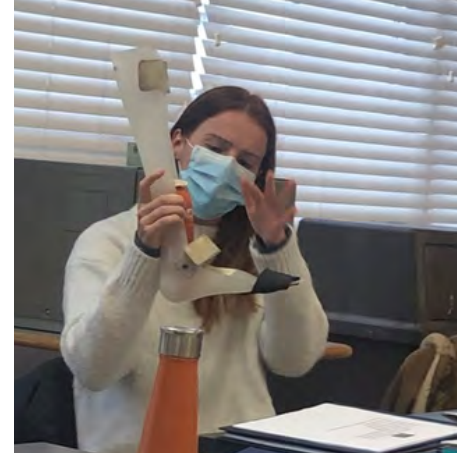
**[CLICK HERE TO SEE WHAT ELSE
PEOPLE ARE SAYING](#)**

Questions? Contact Mary Ann Goode, x3041 or
maryanng@misericordia.com



CREATING OPPORTUNITIES

MEET OUR AREA OJT TRAINERS



Pictured clockwise: Chrissy D (Quinlan), Joseph W (DT), Brigid B (CDS), participants during OJT discussions

As Misericordia continues to invest in staff, opportunities for professional growth is a major focus. We recognize growth and career advancement are key to Misericordia's future success by providing more opportunities for new and existing staff.

The Area OJT Trainer is a new position that will help support training of new DSPs! The OJT Trainers are currently participating in an intensive "train the trainer" sessions that will prepare them with the skills to teach our new hires the required OJT skills needed to be a successful DSP. This training will be taking place in each residential and program area in an effort to help our new hires connect with teams and residents, in addition to learning in the environment in which they will work.

This new model will take place of the current practice where hands-on learning is done in training class. We believe this will allow for a better system of support for new hires and bridge the gap for them moving from training to their assigned area. Please join us in congratulating our newest campus trainers!

CAMPUS CONNECTIONS



CREATING OPPORTUNITIES

DID YOU KNOW MISERICORDIA OFFERS TUITION REIMBURSEMENT?

FROM PAGE 36 OF THE MISERICORDIA EMPLOYEE HANDBOOK

Full-time and part-time employees of Misericordia Home are eligible to apply for tuition reimbursement. This program was designed to help employees continue their education and maintain or improve skills for career advancement. The amount of the reimbursement paid shall not exceed the annual maximum (\$2,000) per calendar year. Tuition reimbursement covers only the unpaid tuition that is not paid through a scholarship, grant, or another funding source, as well as tuition that is paid by the staff through a personal loan. **Employees who meet the following criteria are eligible to apply for tuition reimbursement:**



- Full-time or part-time status, who have worked at Misericordia for one year prior to starting classes.
- Review of Personnel file:
- Must have received a Meets Standards or better rating on their most recent performance review
- A review of corrective action taken within the last 12 months
- Prior consent and approval by Department Administrator.

Employees must be currently employed and in "good standing" to receive reimbursement. The application for tuition and procedures for filing are available in Human Resources and ADP.

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**

MISERICORDIA EMAIL SECURITY

Courtesy of Misericordia's Ron Masterson, **[click here](#)** to read a helpful guide regarding email safety. Always remember: do not click any links or respond to other contents of an email if it does not come from a Misericordia account.

If you are ever in doubt, look for the "Caution" header at the top of the email when receiving a message from anyone outside of our organization. Emails that seem suspicious can be forwarded to **IT_Department@misericordia.com**.

CAMPUS CONNECTIONS



DAY SERVICES

THANK YOU TO OUR DAY SERVICES STAFF



Pictured: Day Services participants taking part in festive holiday activities and humanities lessons.

From Tina Stendardo, Vice President of Program Delivery:

Thank you to all of the Day Services staff, from McAuley DT, CDS, and DT, who helped make this year's annual DHS survey successful.

Over the past few years, Covid forced us to rethink and rework how we provide a meaningful day for our residents. Every step of the way, the Day Services staff demonstrated flexibility, creativity, and the Misericordia spirit.

Thank you all for delivering quality services during such a challenging time.

UNDERSTANDING CATHOLIC IDENTITY



Good news for people who love Christmas!

The Christmas holiday lasts for twelve days, not just one. "The 12 days themselves are simply the time between the two major Christmas feasts: the Nativity of the Lord on December 25 and Epiphany on January 6," writes Bryan Cones of uscatholic.org. "Since Christmas was the major 'birth' feast in the ancient Western churches and Epiphany was the biggie for the Eastern churches, the days between them inevitably gained significance."

CAMPUS CONNECTIONS



COMMUNITY DEVELOPMENTS

TURKEY TOSS & EMPLOYEE ID PICTURE DAY

THURSDAY, DECEMBER 15th

6AM TO 4PM

DEVON CAFE



ID pictures will also be taken for employees who have not yet done this. Pictures will be taken in the HR Conference Room.

Staff will be directed to take ID photos before signing for their turkey.

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 \$1,750 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.



PARADE WITH SANTA

All residential areas are invited
to watch outside with their cohort



**SUNDAY
DEC. 18TH
AT 1PM**

The parade route starts at the Ridge
entrance and ends at Winchester

#MISERICORDIASTRONG

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

2023

TELL US WHAT'S ON YOUR 2023 BUCKET LIST

Whether it's baking a cake from scratch, flying on an airplane for the first time, reading 50 books, or anything else you hope to accomplish in the new year, we'd love for you to tell us about them. Your responses will be published in Campus Connections!

Click here to share something that's on your list!

WELCOME NEW STAFF



Roberto Peralta (Rosemary-Connelly); **Tiara Duckworth** (Rosemary-Connelly); **Michelle Romero** (Rosemary-Connelly); **Passion Robinson** (Quinlan); **Angelique Jackson** (Quinlan); **Mareeba Hameed** (McAuley); **Leah Lehman** (Quinlan); **Dolores Green** (Day Services); **Rashunda Williams** (Village); **Justin Gianoutsos** (Day Services); **Neisha Jones** (Marian Center); **Iris Trejo-Apolinar** (Marian Center); **Andrew Moran** (Marian Center); **Marisol Bacilio** (Marian Center); **Joelle Bernadel** (Mercy Glen); **Matt Culich** (Village); **Rosa Neafsey** (Village); **Yolande Adango** (McAuley)

QUARTERLY PROMOTIONS



DARNIKA SCOTT
former Receptionist, now
Reception Manager



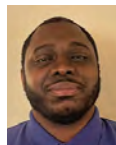
MIA EDWARDS
former DSP at McGowan,
now Charge DSP at
McGowan



NELLIE GUERRERO
former DSP at Shannon
Apts, now Lead Job
Coach at Shannon Apts



RAMONA ALEXIS
former DSP,
now DT Trainer at DT



NISHAR CHEEKS
former BSP in CILA
Homes, now BSP/Lead
Job Coach at CILA Homes



ALMIRA LJEVAKOVIC
former Receptionist at
McAuley, now Clinic
Coordinator at McAuley



JENNIFER PLATA
former DSP in Quinlan
Terrace, now Lead Job
Coach in Quinlan Terrace



BOBBY DAVIS JR
former DSP at DT, now
DT Trainer at DT



TAMELA FRIESON
former DSP in Shannon
Apts, now Lead Job
Coach in Shannon Apts



**SCHALOM AKAKPO
AYEWANOU**
former DSP at DT, now
DT Trainer at DT



SHAKITTA THOMPSON
former DSP/Relief
Supervisor in Quinlan
Terrace, now PM Supervisor
in Quinlan Terrace



SAMUEL BOWER
former Recreation
Therapist at McAuley,
now QIDP/Recreation
Therapist at McAuley



CHEREATTA MILAN
former Relief Supervisor
and Assistant QIDP in
Shannon Apts, now QIDP
in Shannon Apts



CHARNITA CRUMP
former DSP in Quinlan
Terrace, now Lead Job
Coach in Quinlan Terrace

STAFF SPOTLIGHTS

Selected by area leadership and 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 and click their underlined names to read more about them on Misericordia's **Facebook** page :



Sheila King - Direct
Service Professional



Eunice Ryan -
Qualified Intellectual
Disabilities Professional

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

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

CAMPUS CONNECTIONS READER SURVEY

**[CLICK HERE AND COMPLETED OUR
READER SURVEY!](#)**

The responses you provide will help us understand what kinds of information topics you would like to see. Remember, the Campus Connections Employee Newsletter is intended to serve YOU information that is valuable and necessary to helping you with your job and keeping you connected to our community. Your input would be appreciated!

MCAULEY BLUE PM TEAM RECOGNITION



Pictured left to right: Francine J, Erica S, Moses C, Mimi O, Lupe C.

What makes this team so great? Lupe writes:

We are a group of very diverse individuals who have mutual respect and understanding for each other and have built a positive relationship with one another which makes for a more relaxed environment.

We show up to work with positive energy and a smile and are adaptable and flexible when a change in our schedules arises.

We work together to meet the needs of the unit and offer each other support when someone needs a helping hand or is falling behind with their work.

We maintain open communication throughout the shift and timely and effectively communicate any changes from residents' baseline to nurses to achieve the goal of providing individualized and the best care for our residents.

We always know how to brighten up the day for the residents by supporting residents' needs beyond the individual assignments, such as providing them with their favorite toys/electronics, taking the time to sit down and talk to them, playing their favorite music, and sing to them and play guitar for them.



MONTHLY RECOGNITIONS

A HOME OF GRATITUDE



[CLICK HERE TO WATCH](#)



Pictured: LouThor, Edgar, Rachael, Tracey, Lisa, Fr Jack, and Brendan

As we wrap up 2022, Misericordia would like to extend its gratitude to everyone who makes up our vibrant, compassionate community. Please enjoy the video above, which includes messages from residents, staff, and members of the Misericordia Family Association, expressing their enormous appreciation for the positive impact you all make every day.

Again, we are endlessly grateful for everyone's dedication to our mission. We sincerely wish you and your loved ones a safe and happy holiday season and a joyous new year!

IN MEMORIUM

Our deepest condolences go to the loved ones of **Megan Rooney** (1976 - 2022).

[Click here](#) to visit the 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!