



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 3

March 2021

Vol. 1

WE ARE #MISERICORDIASTRONG



A MESSAGE OF GRATITUDE

As the Year Anniversary of COVID-19 approaches, I look back with mixed emotions. There has been so much sadness, so much loss, and so many challenges we have had to face. Yet through it, all Misericordia has remained strong – and I have you, our caring, compassionate, and competent staff to thank for this. No one can deny that life is definitely different, but I am truly impressed with the creativity and ingenuity of our staff! You make certain that each day is a good, active day for every resident! Because of your personal sacrifice, every day is special.

This past year was filled with accomplishments that should not be overlooked. In the face of much uncertainty, stress and anxiety throughout our world, COVID-19 pushed us in a direction that we might never have considered as an alternative. It forced us to pause, slow down and recognize what really matters to us. We learned from each other and built upon each other's successes. We supported each other and were able to carry on with hope because of our dedicated staff. Each day your love and compassion continues to provide hope for our residents and our families.

At Misericordia, all of us feel blessed and gifted to share life with our residents. By their very presence among us, they teach us how important it is to learn to live with the God of Mystery. They seem to know for some happenings in life there are no answers. But there are answering people. You are the incarnation of God's love in our world today. You are the answering people who always have been there for them for most of their lives. Let us continue to trust God so that we can face the future with HOPE, knowing that God's unconditional love for each of us will always be ours. I find God's love so alive and well in the presence of every person in our community. You are truly making the "daily life" of our residents one worth living. You are our Heroes!

God's Blessings on you and yours.

—Sister Rosemary Connelly

WHAT'S INSIDE

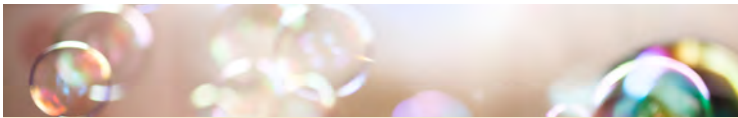
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ACKNOWLEDGING THE ONE YEAR ANNIVERSARY OF COVID-19: REFLECTION AND HOPE

In recognition of the challenging and unprecedented year, we have all faced as a result of COVID-19, Misericordia will be offering opportunities for our community to connect, reflect and find hope. Please continue to access the upcoming Campus Connections for details for each of the following events.



Pause and Reflect

March 12, 2021

A Moment of Silence and Bubble
Release at 11:00 AM

All staff and residents should exit their homes or program areas and participate at this time. *There will not be a formal gathering.* Everyone will do this with their cohort.

Be sure to wear your black #MisericordiaStrong t-shirts.



Uncovering Hope After Year of COVID-19

March 23, 2021 at 10:00AM & 3:30PM

March 25, 2021 at 1:00PM

March 26, 2021 at 6:00AM

Small group sessions for staff to join together to reflect and share the hope that they see as we begin to move forward past the pandemic.

"Hope brings meaning and purpose; finding hope soothes the soul."



Celebration of Misericordia Strong

March 28, 2021 at 6:30PM

Please join us for an evening of music, movement and reflection to celebrate our community. This short event will be offered for our entire community; residents, staff and families. More details to come!

"We're bound together, celebrating our common mission."

HOW MISERICORDIA'S EMPLOYEE ASSISTANCE PROGRAM (EAP) PROVIDES MENTAL HEALTH SUPPORT

An EAP can be a stepping stone and link to more long-term mental health maintenance. Most healthcare plans provide therapy at the cost of a regular doctor's office co-pay.

During the pandemic, most insurance plans are allowing for telephonic appointments which are generally subject to the copay. EAP can direct you in discovering and maximizing the benefits within your health plans. [Click here](#) to find out what's available for employees who are enrolled and not enrolled in a Misericordia's medical plan.

You can also [click here](#) to view our webinar on employee benefits.

To learn more about mental health, follow [this link](#) to MedlinePlus and the U.S. National Library of Medicine.

National Nutrition Month

March is National Nutrition Month. Studies show that eating a healthy diet has several benefits on your overall well-being. Courtesy of the U.S. Department of Agriculture, [click here](#) to access tools and websites that can assist you in making affordable, nutritional choices that may match your lifestyle and dietary needs.

NEW CDC GUIDELINES FOR VACCINATED PEOPLE



You may have seen the CDC's updated guidance for individuals who have been fully vaccinated. Because Misericordia is considered a healthcare organization these changes do not apply to us. Therefore, please continue to wear masks, follow frequent hand hygiene and social distancing protocols.

Additionally, it is important to read all guidance from the CDC carefully, especially related to travel both domestically and internationally. At this time, if you travel internationally you must "avoid being around people who are at increased risk for severe illness for 14 days, whether you get tested or not." This specifically refers to our residents. Therefore, all requests for time off for international travel must include a 14 day "waiting period" when you return to the United States. If you have questions, please contact your Administrator. You can also [click here](#) to read the full list of guidelines by the CDC.

VACCINATIONS FOR CHICAGOLAND RESIDENTS

Courtesy of the **Chicago Department of Public Health**, [click here](#) to know the facts about COVID vaccinations. If you or your loved ones have not received the vaccine, you may follow the links below to find information on how you can get started.



[#protectchicago](#)

- [Cook County](#)
- [Cook County outside of Chicago](#)
- [Lake County](#)
- [DuPage County](#)

DEVELOPMENTAL DISABILITIES AWARENESS MONTH



Artist and Developmental Disabilities Rights activist, **Lois Curtis** pictured with President Barack Obama

Since 1987, Developmental Disabilities Awareness Month has been observed in the month of March. While it is our mission to always keep you informed about the many facets of Developmental Disabilities, we encourage you to explore the links on this page to learn about the historic and ongoing efforts that impact the rights of individuals with Developmental Disabilities.

If you're on social media such as Twitter or Facebook, you should also check out the **#DDAwareness2021** to find stories from individuals and organizations like ours. Click the videos to hear some of the voices that are raising awareness about Developmental Disabilities.

DEVELOPMENTAL DISABILITIES ADVOCACY ON THE WEB

Below are links to groups and organizations that are making efforts to support the human rights and dignity of individuals with Developmental Disabilities.

Spread the Word to End the Word

"Founded by two youth leaders in 2009 as Spread the Word to End the Word, the campaign focused its first 10 years on addressing a particularly powerful form of exclusion: the word 'retard(ed)'. Over 10 years, leaders and self-advocates collected millions of digital and physical pledges to end the R-word."

Special Olympics

"The mission of Special Olympics is to provide year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with intellectual disabilities, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in a sharing of gifts, skills and friendship with their families, other Special Olympics athletes and the community."

Together for Choice

TFC aims "to unite to protect and advance the rights of individuals with intellectual and developmental disabilities (I/DD) to live, work and thrive in a community or setting of their choice."



WOMEN'S HISTORY MONTH



Briana W. from Recreation and Leisure with **Yvonne T.** from McAuley, honoring the efforts and achievements of women who have pushed for social equity.

"In 1987, the U.S. Congress designated March as National Women's History Month in recognition of women's many accomplishments throughout history."

The significance of the month of March dates to the mid-19th century when, on March 8, 1857, a group of female garment workers in New York City staged a protest to demand better working conditions and pay. Police aggressively halted the demonstration, but several years later the determined women formed their own union. In 1911, March 19 was observed as International Women's Day (IWD) to acknowledge women's continuing struggle for recognition and rights.

The date of IWD was changed to March 8 in 1921. In 1978 the schools of Sonoma county, California, named March Women's History Month as a means of examining women's history, issues, and contributions. The idea gained momentum, and in 1981 a congressional resolution proclaimed the week surrounding March 8 National Women's History Week. In 1986 the National Women's History Project played a significant role in the expansion of the observance to the entire month of March. Other countries soon adopted similar month-long events, and March 8th, International Women's Day, is a day in which the social, economic, cultural, and political achievements of women are celebrated around the globe."

- [Encyclopedia Britannica](#) & [International Women's Day](#)

LEARN MORE ABOUT WOMEN'S HISTORY THROUGH THESE INTERACTIVE VIRTUAL RESOURCES



Harriet Tubman



Sojourner Truth



Game Changers



The National Women's History Museum "tells the stories of women who transformed our nation. We will do that through a growing state-of-the-art online presence and a future physical museum to educate, inspire, empower, shape the future, and provide a complete view of American history." [Click here](#) to view the exhibitions on Harriet Tubman, Sojourner Truth, and other pioneering women throughout history.

Girlhood (It's Complicated) "commemorates the anniversary of woman suffrage by exploring the concept of girlhood in the United States, but also how girls changed history in five areas: politics, education, work, health, and fashion. We argue that girlhood has an unexpected and complicated history and that girls, like suffragists, used their voices to make a difference." Courtesy of the National Museum of American History, [click here](#) to learn about the experiences faced by young women around the U.S.

CAMPUS CONNECTIONS



CDS Instructor **Jeffrey B.** and **Jack V.** making Freedom Quilts. The patterns represent historic quilt patterns potentially used by slaves as navigational tools as they made their way on the underground railroad to freedom in the northern states. We helped residents identify and choose colors and shapes and are gluing the pieces to form quilt squares, that, when assembled, will be a 49 square patchwork freedom quilt done by McAuley residents.



CURRENT ON KNOWLEDGE OWL

An online library that provides access to learning resources and lesson plans, created and shared by Misericordia and other organizations.

Coming soon!

COMMUNITY DAY SERVICES OPENS ITS DOORS!

This month the Community Day Services (CDS)* programs began to re-open. Programs were opened slowly in a cohort model, observing all current safety and sanitation guidelines. The first groups of residents to attend programming was from the CILAs and the Village Homes. Those residents were able to engage in programs within the Conway building and in the Miz Works areas.

As CDS program offerings expand, we do need to be mindful of space and capacity. As we continue to open programs in Conway, Holbrook, and Miz Works it is important to note that some CDS instructors will continue to provide a quality and meaningful program day within the residential areas.

As CDS program offerings expand we will keep you all updated. Thank you for your continued support.

MARCH COMMUNITY DAY SERVICES HIGHLIGHTS FROM MCAULEY



Bridgette G. and **Jon P.** making crafts for Groundhog's Day



Jeffrey B. gardening with **Pharoah B.** and **Dreylon R.**

*Formerly referred to as Developmental Training, Community Day Services (CDS) is a program that focuses on the development and enhancement of daily adaptive living skills, economic self-sufficiency, greater independences and personal choices of people with Developmental and Intellectual Disabilities. Misericordia's CDS branches of education and vocational training include Lifelong Learning, GRACEful Living, PEP, Community Access, MisWorks, HeART Studios, Beyond Boundaries, and Learning in Motion. To learn about the CDS programs at Misericordia, [click here](#).

CAREER DEVELOPMENT AND GROWTH OPPORTUNITIES FOR DSPs and CNAs

We're excited to announce an upcoming initiative for DSPs and CNAs who are interested in leadership roles at Misericordia. Look for further information in the upcoming issues of *Campus Connections!*

FROM PHI: LISTENING WITH INTENTION

When we demonstrate good active listening skills, we make it our goal to listen to each other with INTENTION. Perhaps you might listen with the intention to learn something, or show empathy or understand another person's experience. Stephen Covey, author of *The 7 Habits of Highly Successful People*, wrote, "Most people don't listen with the intent to understand. They listen with the intent to reply."

When we listen with intention, we do more than just hear another person. Active listeners are very focused and make a conscious choice to pay attention to the speaker in hopes of understanding another perspective. Good listening leads to better outcomes for our staff and our residents. We use positive body language, make eye contact and set aside any distractions.

So next time you find yourself in a conversation, listen with intention!

NOW HIRING: PROFESSIONAL RECRUITER

The full-time Professional Recruiter position is a great opportunity for a highly motivated, organized, and outgoing individual looking for the opportunity to grow and develop within Misericordia while being central to the success of recruiting quality staff. In this position, you will build relationships while working with all departments on campus and serve as our representative in all outreach. In order to be successful in this role you must be driven, creative, and have strong computer skills and "people skills" so that you can effectively impact the hiring needs of the organization.

This position currently requires the use of technology and virtual platforms for engaging candidates and interviewing.

For additional information on the Professional Recruiter qualifications, check out the posting in your area or at HR, or email Sharon Keane at sharonm@misericordia.com.

DIVERSITY AND INCLUSION SESSIONS

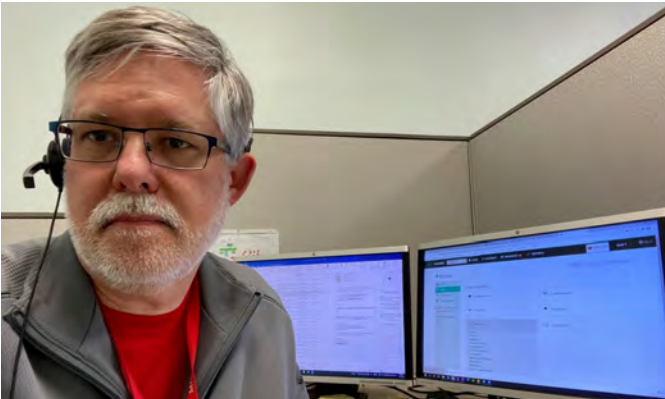
Outcomes for Diversity and Inclusion will be shared soon. Thank you to all who participated and provided us meaningful input.

ADDITIONAL JOB POSTINGS & RECRUITMENT

To learn about current job openings, email careers@misericordia.com, check your local time clock, or visit us in HR. Job postings may also appear in the *Campus Connections* weekly email updates.

Be sure to tell your friends and loved ones about our openings!

INTRODUCING Foothold's AWARDS



Scott Thompson, Chief Information Officer and member of the AWARDS Implementation Team

What will AWARDS do?

- Provide an Electronic Health Record (eHR) for Residents
- Track for goals, incidents, and care of residents
- Manage medications and prescriptions provided to residents
- Hold/report on data for Misericordia residents

How will we access AWARDS

- AWARDS is hosted on the Internet so we will connect to it over the Internet using a browser.
- All PCs and terminals that can access HSMS will be upgraded to support AWARDS
- Additionally, we will be supplying 100+ tablets across campus. This will allow staff to access AWARDS more easily

Starting on April 1, 2021, the CILAs and Shannon Apartments will begin using the AWARDS, which will replace HSMS, Profiler, and other systems we use at Misericordia. Eventually, AWARDS will be used by our entire campus, but in the meantime here's everything you need to know about it. You can also download [this guide](#) for future reference.

What is AWARDS?

AWARDS is a new paperless, electronic system to track and manage resident care here at Misericordia.

Who will use AWARDS?

- DSPs
- Qs
- Supervisors
- Administrators
- Social services
- Doctors and nurses

Recent feedback about AWARDS

"AWARDS is very convenient. You can carry an iPad around throughout your shift and chart as something happens in real time. I am excited for this new program to roll out to make charting easier and more efficient."

-Abigail R., Qualified Intellectual Disability Professional for the CILAs



I'm excited about the Awards roll out because it will finally allow us to keep applicable information in one place! This will save time and allow us to provide thorough care for our residents.

-Rachel M., Director of Behavior Services and Personal Effectiveness Program

FIRST AND SECOND YEAR ANNIVERSARIES

Congratulations to everyone who reached their first and second-year anniversaries of employment this year at Misericordia. We are so grateful for your commitment, and we look forward to celebrating your hard work and dedication to our community for years to come!

1st-Year Anniversaries

Bower, Samuel; Castillo, Mary L; Dobyne, Marissa; Drew, Michael Gaddy, Lauren V; Galindo, Joana; Jordan, Charay G Kutsche, Eva; Mirelez, Jessica E; Moore, Cecelia; Nickerson, Christiana Owolabi, Damilola; Panagonova, Svetla; Preciado, Matthew Quesada, Steve; Sackmaster, Phillip; Snow, Kianna T; Toure, Fatoumata Avila, Maricruz; Brown, LaKenya R; Clark, LaKeelah; Coburn, Brandon Donahue, Nicole; Ekeh, Moses; Flores, Jennifer; Hampton, Schamika Hassan, Abdirahman M; Hickman, Angeleica; Johnston, Amy Fionnuala Lindholtz, Miles; Makani, Imran Ismail; Manko, Joel; Minsky, David Jose Salaudeen, Olabanji; Salazar, Hyacynth; Styer, Noah; Tonyi, George Tsegaye, Tsehayens T; Wyatt, Jeremy; Carter, Trina; Echavarria, Victor Gayles, Derricka; Gross, Jessica; Hegg, Colin J; Hermance, Elizabeth Ingram, Amanda; Knight, Taquita; Marquez, Jessica; McThay, Kwaniqua Montgomery, Leoncio; Orokoh, Innocent; Pagcaliwagan, Aisle; Patterson, Felicia; Richardson, Earnest; Roberts Jr, Larry; Rosenberg, Rachel; Topor, Emilia Anderson, William; Assignon, Edith Ameyo; Bogdanski, Emily; Exume, John Kelly Henderson, LaTanya Lewis, Jodee; Ljevakovic, Amira; Luna, Corona; Meadows, Francis Murray, Abigail; Neely, Dominique; Rambo, Abigail; Sanchez Zetina, Maria Simons, Olivia; Vargas, Erick; Wheeler, Alexandra; Adams, Jesse; Clay, Kenika Farrell, Shaun; Martinez, Cynthia; McGrue, Shearrica Mendoza, Juan; Simental, Alexis; Slaughter, Danay; Thomas, Lamyschia Watkins, Edwina; Ali, Rizalie; Arnold, Grace; Attaway, Franshawn; Balagot, Eric; Bender, Alexander; Boettcher, Lauren; Caldwell, Angel; Carreno, Maribel Douglas, David; Glover, Tyreanna; Kearns, Lauren; Khatoon, Aisha Lopez, Erica; Moore, Jermehsa; Presswood, Kimyata Roman, Amy; Sancen, Guadalupe; Strong, Erica; Taylor, Aaliyah; Thompson, Shakitta; Wilder, Wendy; Wright, Demetria Benton, Earleata; Buffington, Matthew; Carstens, Phoebe David, Elisabeth; Equitz, Christina L; Frieson, Tamela; Garcia, Karla Gehrke, Erika; Ishadimu, Aminat; Miller Jr., Robert; Neylon, Dominique; Ogundimu, Mariam; Prevatt, Robert; Punzalan, Jayson; Rodriguez, Antonia Toates, Julianne; Whiting, Brandon; Younker, Megan; Blackman, Shaquita; Bold, Annemarie; Clark, Nikolas; Cook, Mieko Lila; Daniels, Nicole Ellis, Taj; Huwe, John; Jackson, Bianca; Johnson, Renita; King, Ayesha; Kurete, Corey; Lewan, Jason; Lott, Frederick; McMikel, Tiffany; Newport, Isaiah; Novak, Arnold; Oyervides, Angeliq; Ross, Naja; Straessle, Alyssa; Tapia, Dorel Perez; Backstrom, Gabrielle Barlow, Courtney Barlow, Courtney; Rebella, Sydney; Tucker, Alisha Lenice; Veters, Anna Anderson, Anita; Denbow, Elizabeth; Edwards, Mia; Fortner, Rakeia Louise; Gevaudan, Natalie; Gogins, Johnnie; Haban, Daniel; Jeje, Anthonia Moreno Castillo, David; Pene Djine Siewebe, Marthe Ines; Perez, Abryl Phiri, Joyce; Rios, Cynthia; Barrientos, Alfredo; Exume, Clotelia; Martin, Sadajah; Maya-Mendez, Gissel; Moore, DeOndrae S; Nguemegni Wanko, Fabrice; Perez, Jennifer; Smith, Makaila; Stokes, Tamicka D; Tanski, Jessica; Terry, Kamisha; Vazquez-Benitez, Maria Lynette; Wolf, Judy; Henderson, Jada; Morais, Louise; O'Donnell, Courtney L; Rahlfs, Kevin Robinson, Riccale; Rutledge, Lena; Wright, Lori; Armstead, Dana Harris, Lisa; Isho, Mary; Martin, Tamika; Nomura, Shinobu Riley, Rebecca; Schaeffer, Shereese; Aleman Delgado, Joana Campos, Michelle; Chung, Nikolai; Daniels, Kande D; Holloway, Adam McKenna, Patrick; McManus, Thomas; Moore, Tychina Teh, Mon Ryan V; Weiner, Lea; Katroshi, Eridae

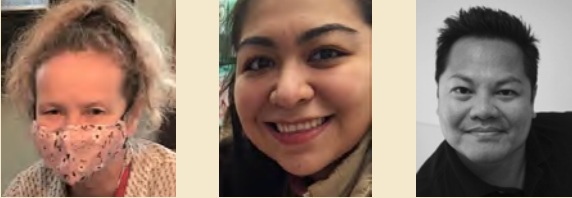
2nd-year Anniversaries

Katroshi, Erida; Meredith, Jenitra; Oster, Thomas; Tyler, Raquia; Velazquez, Henry; Williams, Latrice; Willis, Lukas; Carter, Aaliyah; Green, Edward; Ivory, Ryun; Melody, Bridget; Nwoye, Stella; Ruff, Kimberly; Howlett, Michael; Kriho, Rosemarie Moses, Emmanuel; Reavley, Taylor; Ruzich, Julie; Smith, Lanicka





STAFF SPOTLIGHTS



Posted weekly on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong. Our recent **Staff Spotlights** include:

Barbara Rush - Community Day Services Instructor

Stefanie Pinon - Qualified Intellectual Disability Professional

Allan Hernandez - Direct Service Professional

Get to know them by clicking the underlined names above. You can also scroll the Misericordia [Facebook](#) page to see our previous Spotlights.

WELCOME NEW RESIDENTS



Tyrah W. (McAuley)

- Has a special bond with her mother and sister
- Loves Disney movies and all types of music

Philip D. (Shannon)

- Big fan of the Chicago Cubs
- Enjoys staying active and competing in the Special Olympics

Dulce T. (Shannon)

- Likes spending time with friends and family
- Likes travelling and playing soccer

MARCH ANNIVERSARIES

- 42** Delois Fletcher
- 40** Marvia Oliver, Laura Schulz
- 34** Denise Tigges
- 33** Maria Rivera
- 32** Herminia Ortiz
- 30** Nancy Turry, Angela Burdette
- 28** Michael Diaz, Julius Hernandez
- 26** Elizabeth Devey, Grazyna Skowron
- 25** Damon Laws, Tony Bethel, Juana Harnett, Sharon Keane
- 23** Christina Younger, Judith Wuertz
- 22** Ceretta Carter, Taniko Hall, Jeannie Conner, Margarita Lopez, Nourisha Mohammed-Ali
- 20** Bryan Perry
- 19** Megan Nykiel, Mary-Frances Brady
- 17** Malgorzata Raszyk, Cristina M. Zuniga De Menjivar, Nancy Kremer, Christopher Centeno, Pha Heng
- 15** Pauline Gavargis, Stephanie Hoffman, Amy Vonderembse
- 14** Jennifer Ayala
- 13** Lisa Ulman
- 12** Joseph May, Marcia Reinhard
- 10** Mariana A Montes-Truss, Marina Galindo, Tara Reffett, Stacy Trammell, Anita Paulin
- 9** Rosa Saquimux, Tiffany Roper, Aleta Rush, Suzanne Arias, Bryan Lee, Joanne White
- 7** Erick Agapay Arrieta, Jesmina Memedova, Diana Hernandez
- 6** Nicolas Viveros Jr., Patzy Carmona, Shawnece Cornell, Tracey Craig, Bobby Davis Jr., Shannetta Jackson, Johnita Lane, Alexis Love, Crystal McHenry, Thomas Oster, Peter Behle
- 5** Praise T Shodiya, Agata B Brey, David J. Canfield Jr., Elizabeth J. Donaldson, Michael H. Faught, Lisa C. Hager, Shantie L. Harris, Erika R. Simpson, James W. Sommer
- 4** Cynthia Ortiz, Lori Wright
- 3** Natasha Carey
- 2** Mary Isho, Dana Armstead, Lisa Harris, Rebecca Riley
- 1** Marissa Dobyne, Christina Nickerson, Steve Quesada, Maya Rover-Dunn, Michael Drew, Damilola Owolabi, Joana Galindo, Eva Kutsche, Jessica E Mirezle, Matthew Preciado, Samuel Bower, Mary L. Castillo, Charay G. Jordan, Svetla Panagonova, Phillip Sackmaster, Kianna T. Snow, Fatoumata Toure

QUARTERLY MEMORIALS



Our Misericordia community is saddened by the loss of our members and we wish to give our condolences to all of their loved ones.

Lynne Holy (long-term employee from Misericordia South and McAuley)

Susan McCollum (resident from Quinlan)

You can access their obituaries by clicking on their underlined names.

WELCOME NEW STAFF

CILA

Robin Kass

Community Day Services

Jacqueline Johnson

Marian Center

Kierra Kyser

Sierra Griffith

Recreation & Leisure

Grace Flowers

Rosemary Connelly

Allyse Hill

Devin Winn

Shannon Apartments

Vanessa Cano



Stay tuned for weekly **Campus Connections** updates sent via email. You can also find previous issues of **Campus Connections** in **ADP**. Please reach out to tiffanyj@misericordia.com if you have issues accessing the newsletter or you would like to contribute to future issues.