

CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 1

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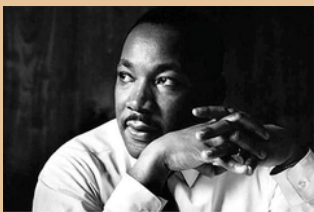
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MONTHLY RECOGNITIONS

WARM WELCOMES, ANNIVERSARIES, BLOSSOM LIKE A SUNFLOWER, 2025 BUCKETLIST, IN MEMORIAM

MESSAGE FROM THE HEART



"The time is always right to do what is right." - MLK Jr.



Pictured: Residents and staff participating in various activities around campus, along with festivities celebrated in the month of January: New Year Arts and Crafts, Martin Luther King Jr. Day, Lunar New Year.

Closing Thoughts from Mary Pat

- You always get more than you give and you are happy to do what's needed
- Get back to people in a timely manner; it is what we do
- Smile and say Hi!
- Get to know your staff and other department's staff
- Respect the staff; mentor the staff; be a role model
- Apologize when it is appropriate; be the bigger person
- Humility is important
- Be creative, problem solve, and follow your vision
- Covid is over; get back to quality – be sure you know our standards for quality care and share with your staff

A PRAYER FOR MISSION AND TEAMWORK

*Holy Spirit of Wisdom,
You refresh us with your life-saving power.
You have entrusted us with a share in leadership.
Help us to share ideas and plan with each other.
Keep us kind and courteous to one another.
Give us insight to the work at hand that we may further Your causes and benefit many people.
Help us to resist any temptation to dominate, control, or forget the needs of all.
We ask this through Christ our Lord.
AMEN*

"Thanks to you all for being part of Misericordia's future. We need you."



- Mary Pat O'Brien,

former Executive Vice President of Misericordia retired after 47 years. [Click here](#) to read about her career.



COMMUNITY SHOWCASE

CONGRATULATIONS TO OUR 2024 SERVICE AWARD WINNERS



Pictured (L to R): Alecia Y, Olivia N, Richard S, Danijela V, Andrea C

Congratulations to our 2024 Service Award winners Alecia Y (Mercy Glen), Olivia N (DT), Richard S (Bakery), Danijela V (Therapy), and Andrea C (Quinlan Terrace).

You can read all about them [here](#).

We truly appreciate them and the dedication of all of our staff, for the positive impact, their contributions have on the lives of our residents and our Misericordia community. We also want to thank everyone who submitted the Annual Employee Service Award nomination. Your reflections on the colleagues who work alongside you in our mission meant a lot to the staff who received them.

A NEW RESOURCE FOR RESIDENTS



Knowledge Owl/The Current is an activities resource available to all Misericordia team members. The resource currently has 900 (and growing) interactive activities from several core topics like communication, wellness, and culture and community. Every activity has a meaningful suggestion on connecting the concepts into community opportunities and exploration.

To access the resource, click the icon, type in your reader login and password, and you're ready to explore. We are excited to announce the Knowledge Owl reader link is now available on your Misericordia desktop! If you do not have a reader login for Knowledge Owl, please reach out to Nora T. at norat@misericordia.com.

MISERICORDIA HONORS DR. MARTIN LUTHER KING JR.



Pictured: An "I have a dream," message board displayed on the second floor of Conway Building.

In recognition of one of America's greatest civil rights leaders, Dr. Martin Luther King Jr., Campus Connections and Misericordia's Diversity and Inclusion team arranged a list of resources you can find [here](#).

We also want to congratulate our MLK trivia raffle winners. With nearly 200 entries, Campus Connections says congratulations to the following staff:

- o Samantha Richter
- o Beth Dick
- o Rhonda Ellis
- o Lindsey Tamulonis
- o Paulie Garrison

We thank everyone who participated. Please keep an eye out in February for the quarterly D&I resource guide.



HIGHLIGHTS AND OPPORTUNITIES

A DAY ON THE JOB: DEVELOPMENTAL TRAINING (DT)

When asked how he would describe Developmental Training (DT) to someone who has never heard of it, DT Supervisor Sam B says, "DT is a wonderful place where residents from all over the Misericordia can come and participate in jobs, work on their goals, and enjoy new and meaningful [learning] experiences!" Under the Community Day Services (CDS) umbrella, Developmental Training (DT) is a Monday through Friday program that focuses on developing and enhancing daily adaptive living skills, economic self-sufficiency, vocation exploration, lifelong learning and enrichment, and self-advocacy with Developmental and Intellectual Disabilities. It supports 325 residents through 42 programs. Recently, Campus Connections spoke with DT about a day in the life there for instructors, support professionals, and management.



Pictured: Residents working with staff at DT. Pictured in the top row is Brian H, Jasmine V, Sam B, and Guy T, who talked to Campus Connections about a day in the workweek. *Note:* some pictures were photographed before the 2025 mask mandate.

Anyone who has spent time at DT will tell you that no two days are alike! DT Direct Support Professional (DSP) Jasmine V says, "I like having a variety." When she does her best to describe what a typical day entails, she says, "I go to different [workrooms] to help residents with their learning activities and projects they're working on." Residents look forward to seeing her and her fellow DT DSPs, like Hunter G, who describes feeling needed in multiple places throughout the workday, but says, "That's what makes it fun!"

While the variation throughout the workweek helps keep DT exciting, it should not go without saying that the curricula and learning opportunities developed by instructors are what make it all around so meaningful.

Instructors are encouraged to bring their unique knowledge and interests into the direction of their programs. DT Instructors (DTI) Guy T and Brian H, for example, bring their interests in printing and graphic design, where residents have made art pieces for auction and t-shirts, coffee mugs, and other knickknacks to sell. In other areas of DT, residents focus on subjects like music education, geography, and computers and robotics. Recently, a few programs in particular have even worked with education and engineering students from nearby universities to design resources that can serve residents of every range of abilities. "I wish I had known how challenging it is to find accessible and adaptable resources for some of our residents," says instructor Olivia N who strongly advocates for their enrichment needs and opportunities at Misericordia and the community-at-large. With the growth of DT, so have the programs and dedicated number of staff.

As we enter 2025, with expansions happening throughout the organization, Catherine H and Paul M, DT Directors, say they see DT continue to grow with Misericordia. "We will continue to have residents join us as they move into our community. We will continue to provide quality programming to our residents and grow our number of programs as needed to support the residents."



HIGHLIGHTS AND OPPORTUNITIES (CONT'D)

DECEMBER RECRUITMENT UPDATES

And just like that, another year has flown by! In Recruitment we are looking forward to a huge year, but one we are prepared for. In preparation for the opening of Rosemary Park we have had some exciting growth over the last half of 2024. We met our goals, grew our team and expanded our recruitment tactics to include more modern modes of recruiting. One tactic we are very excited about is the re- vamp of the recruitment team's social media.

Previously we did not have the resources to sustainably post and grow on social media, but with the addition of new team members we have been able to dedicate more time toward these ventures. Practically everything is on social media now and we recognized what a powerful tool it can be. With Instagram and Facebook becoming more and more like a search engine each day there has been an influx of local job board groups and recruiting accounts.

Our hope is to grow a presence on social media that results in yet another pipeline alongside the other ones that we have established. We would be more than appreciative if you visit our Instagram and Facebook pages, share with friends, like a few posts, and maybe even follow us! We are very excited to see where this new initiative takes us!

<https://linktr.ee/misericordiahomerecruitment>

REACH OUT TO THE RECRUITMENT TEAM TODAY

recruitment@misericordia.com

Nathalie Virgil, Recruitment Manager Cicley Mosley, Lead Professional Recruiter Matt Metoyer, Healthcare Recruiter Andrew Roth, Recruitment Resource Specialist BJ Harris, Interview Specialist Edwina Watkins, Candidate Coordinator Liaison

We're Hiring!



December Recruitment Statistics

Scheduled Direct Care Interviews:

167

No Call No Shows:

40

Forwarded to Directors after initial interview with recruitment:

59

Accepted Offer (Direct Care):

33



FOR YOUR CONSIDERATION

LOCAL BUSINESSES FROM AROUND THE GLOBE

ZHOU B ART CENTER

1029 W 35th Street, Chicago IL 60609
[details here](#)

BOP N GRILL

6604 N Sheridan Rd, Chicago IL 60626
[details here](#)

AFFORDABLE CITY MOVERS

656 W Wrightwood Ave,
Ste 412, Chicago IL 60614
[details here](#)

LUNAR NEW YEAR PARADE ON ARGYLE

[Click here](#) for more details on the annual tradition going back 40+ years of celebrating the Lunar New Year along the Argyle commercial corridor in Uptown!

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

CHECK OUT THE GREENHOUSE INN BUFFET



6300 N Ridge Ave, Chicago, IL 60660

Tuesday - Friday
10:30 a.m. - 2:30 p.m.

Sunday
9:30 a.m. - 2:30 p.m.

For reservations, please call
773-273-4182

We invite you to come with family and friends! Enjoy our comfortable atmosphere for a weekday lunch getaway and spectacular Sunday Brunch menu!

Misericordia employees always receive a 10% discount on the entire bill at the Greenhouse Inn! For the next couple of days, see below on what's being served in the buffet:

- **Thursday (01/30)**
 - BBQ Ribs, 3 Cheese Pasta Bake, Seasonal Vegetables
- **Friday (01/31)**
 - Red Curry Beef Meatballs, Jasmine Rice, Grilled Naan, Seasonal Vegetables

Interested in take-out instead? No problem! [click here](#) to read and save the updated staff takeout menu! Remember, all take-out orders must be in by 11:00 am and there are no pickups till after 11:15 am.

FIRESIDE HEARTS MISERICORDIA

Misericordia employees receive 15% off your entire bill! This discount is exclusively available to Misericordia employees, requiring valid proof of employment and accompanying ID for eligibility. The 15% discount is applicable solely to dine-in services. Cannot be combined with other promotions or specials. This offer cannot be used towards private events. The discount card is non-transferable and holds no cash value. Management reserves the right to modify or terminate the discount at any time, and misuse may result in revocation.

[Click here](#) for more details.

CAMPUS CONNECTIONS





EMPLOYEE RESOURCES

THE FUNDAMENTALS REFRESH SERIES

Throughout the year, all staff will complete trainings as part of the Fundamentals Refresh Series. These trainings are designed to enhance and strengthen your skills as well as make sure that you are up to date on key topics and changes to help you continue to succeed in your role.

The Fundamentals Refresh Series includes:

- OIG Rule 50 Abuse & Neglect Training (coming February 6 for all staff)
- Expo Part 1: Health & Safety
- Bystander Training
- Expo Part 2: Campus Safety
- Sexual Harassment Prevention Training
- Expo Part 3: Staff-Related Policies

Completion of this series helps to foster a culture of integrity, support staff's personal and professional growth, and maintain a safe and inclusive environment for all.

These trainings will be offered on Infnitec. If you have any questions, please reach out to training@misericordia.com.

EMPLOYEE ASSISTANCE PROGRAM



Please remember that Misericordia offers resources to you and everyone in your household (anyone residing in your home) with a network of trained professionals through our Employee Assistance Programs (EAP). EAP support is available 24/7, 365 days/year. If you or members of your household need some additional support or grievance counseling, please reach out to one of our two providers.

[Click here](#) to learn more.

BREAK THE ICE WITH THESE CONVERSATION STARTERS WITH CO-WORKERS



Courtesy of [Teambuilding.com](https://www.teambuilding.com)

- Choose one word to describe this past year.
- Give us your best piece of advice from the past year.
- Trends come and sometimes they go. What is the one new trend you hope never goes away?
- Finish the sentence: New Year, new....



MONTHLY RECOGNITIONS

WELCOME NEW RESIDENTS



Michael

Residence: Besser

- Big foodie



Kate

Residence: Rosemary

- loves to play games
- loves sports
- loves silly jokes



Richard

Residence: Village

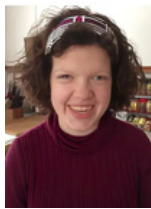
- loves movies
- loves music
- loves sports



Sidney

Residence: Mercy Glen

- He loves dressing for the occasion
- He likes to shop



Ally

Residence: Maxwell (CILA)

- loves pickles
 - dressed up as one for Halloween!
- longtime volunteer at Beth El Synagogue Library

JANUARY ANNIVERSARIES

- 35 Constance Allen
- 34 Stephanie Husbands, Ron Masterson
- 33 Diane Almer
- 28 Sonia Delgadillo
- 27 Kathleen Campbell, Harold Johnson, Ken Rebholz
- 25 Mary Gunn, Rev. Jack Clair
- 24 Santana Barr, Belinda Melvin
- 23 Dena Thompson
- 21 Angelica Green, Kristina Lipsey
- 19 Bernadeta Bajgrowicz, Anna Bogdanski, Carlette Corriah-Wynter, Karla Echavarria
- 18 Saadia Caudle, Keewandas Johnson
- 15 Victoria Young
- 14 Cynthia Bryant
- 13 Nishar Cheeks, Mayda Castillo
- 12 Jennifer Griseta, Jamal Leki-Albano
- 11 Paul Peterson
- 10 Elia Lehman
- 9 Schalom Akakpo, Alicia Patterson, Elizabet Velasquez
- 8 Thomas Oster
- 7 Rosario Vera, Annette Farmer, Chareatta Milan-Herring, Marion Nevils-McDaniels, Jennifer Plata, Biljana Djukic, Abigail Deyro
- 6 Jenitra Meredith, Lukas Willis
- 5 Derricka Gayles, Taquita Knight, Colin Hegg, Aisle Pagcaliwagan, Elizabeth Hermance, Jessica Marquez
- 4 Ashlie Hawkins, Marcela Rymus, Tonia Sonie, Arturo Magpayo
- 3 Tanesha Baldarez, Kamera Diouck, Nicole Williams, Roxy Able, Nadine Uwase
- 2 Jeremy Osinga, Tracy Suzuki, Kwabena Asare, Shanell Johnson, Raquel Mayfield, Madelyne Trejo, Lawrence Newson, Tashauna Austin, Conrad Lee, Perla Martinez, Michael Melton, Nibarore Goreth
- 1 Kevin Knoll, Rosemarie Corwin, Marlon Marin Diaz, Lisette Moreno, Jenna Pearson, Jailenne Crespo, Itzel Garduno, Jquerra Harris, Destiny Haywood, Mahirseh Kadjika, Ninive Newman, Mikhaela Padilla, LaMonica Pierce, Fiona Smith, George Stamos, Latisha Turner, Matt Metoyer, Malachy Rahlfs, Melissa Ramirez, Asia Young, Nico Giokaris

TELL US ABOUT YOUR 2025 BUCKETLIST

[Click here](#) to share your goals for 2025 with us, and we can share them in Campus Connections. If you met your resolutions and accomplished any goals in 2024, feel free to share those as well! Here are some submissions, below:

"Continue going to the gym" - Daisy H. (Housekeeping)

"I want to read more books, learn more sign language, take a solo trip and finally buy car floor mats!!" - Samantha R. (Mercy Glen)

"Looking 🙏 forward to saying goodbye 🌊 at the end of 2025 [...] my husband will be retiring 6/2025, that's my goal in the year 2025. Thank You 🙏" - Lela P. (Shannon Apts.)

"By the end of 2025, I will have visited all 50 states (and got a magnet from each state!)" - Tina S. (Programs)

"Work smarter, not harder!" Andrew A. (Culture & Communications)

"Go skiing, see a starry sky, and meet my niece who lives in Korea born on NYE" Jae S. (CILA)

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

WELCOME NEW STAFF



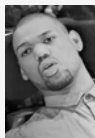
Galdyn, Andrew (Building Operations); **O'Sullivan, Colin [REHIRE]** (Bakery); **Rodriguez, Amelia** (H&F Cafe); **Aparicio Martinez, Alely** (Laundry/Housekeeping Aux); **Cuevas, Jessie** (H&F Cafe); **Rahlfs, Robert** (Building Operations) **Tah, Barbara** (Nursing Services); **Young, Timothy** (Development & PR); **Allen, Fatima** (McGowan); **Allen, Romel** (Quinlan); **Antas, Grazyna** (Village); **Baptist, Alyssa** (McAuley Residence); **Brown, Valerie** (Cila Homes); **Beaucejour, Pegaud** (Cila Homes); **Butler, Kristy** (Nursing Services); **Clark, Marissa** (Mercy Glen); **Clark, Shanikqua** (Quinlan); **Edwards Anyah** (McAuley Residence); **Edwards, Zakia** (Rosemary Connelly); **Gonzalez, Maura** (Mercy Glen); **Granville, Amaris** (McAuley Residence); **Hill, Ni'eemah** (McAuley Residence); **Hill, Rickita** (Marian Center); **Jackson, Diamond** (Quinlan); **Lewis, Diamoni** (Rosemary Connelly); **Lowenthal, Raven** (Quinlan); **Maddox, Sheneice** (Quinlan); **Malik, Arslan** (Cila Homes); **Marshall Rueda, Xiomara** (Cila Homes); **McGill, Semiah** (Mercy Glen); **Monroe, Mariah** (McAuley Residence); **Nixon, Eric** (Village); **Osei Gyebuah, Theresah** (Mercy Glen); **Owoyemi, Oluwole** (Village); **Padilla, Ramon** (Pool/Fitness); **Rainey, Jashon** (Village); **Scott, Madison** (Cila Homes); **Seaton, Brittany** (Rosemary Connelly); **Sivac (Jenana) Dzenana** (McAuley Residence); **Stokes, Gloria** (McAuley Residence); **Tolbert, Carmen** (Shannon Apts); **Uwamahoro, Rose** (McAuley Residence); **Vergara, Jaelin** (Nursing Services); **Williams, Pearlene** (Shannon Apts); **Boyle, Brian** (Development & PR); **Cook, Kim** (Social Services); **Garcia, Mildred** (Human Resources)

IN MEMORIAM

Our deepest condolences go to the loved ones of:



Montell P
(1959 - 2025)



Aaron H
(1985 - 2025)



Carter C
(2019 - 2025)



Bob E
(1943 - 2025)

Please click their underlined names to view their online memorial pages, if available.
"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!