



# Happy Holidays



On the Job . December 2023





# *Leadership Goals*

**Budgeting for Success** - Retention incentive

**Preparing for Managed Care** - Performance-based contracting & Enkompas implementation

**Enterprise Approach** - Services Support Team

**Servant Leadership** - Self reflection on 2023 - Set personal & professional goals for 2024





# *Employee Information*



# Retention Incentive

- Paid out on 12/8/23
- Applied to all FT and PT staff hired prior to 9/13/2023
- Protected leaves (FMLA/WC) received the full amount
- Personal leave/long-term disability received a pro-rated
- Insurance benefits, Health FSA, and AFLAC were not deducted.

*This is a token of our appreciation for your dedication, adaptability, and passion you have for supporting HOPE's mission of enhancing people's lives.*





# *Employee Years of Service Recognition*



Recognition Luncheons to be held for 5, 10, 15+ years of service

- Will include 2023 years of service & Retirees from 2023
- Williamsport Luncheon – January 30th, 2024 at 12:00 Noon at the BRC
- Danville Luncheon – February 1st, 2024 at 12:00 Noon at the Danville office

Annual Monetary Award for employees

# Covid Update

- A weekly Hope email regarding COVID County Risk Level is sent.
- Masking is NOT required in a County with Low (**green**) or Medium (**orange**) Community Risk Levels.
- Masking IS required in a County with High (red) Community Risk Levels.
- Test kits are available for Program teams
- PS & CHOICE Supervisors will distribute the test kits
- If first test is negative, retest in 5 days

Call Hope's Hotline (570-322-5973) with questions or concerns



# Technology Update

- Updating Phones Eligible for Upgrade (site flip phones first)
  - Be on the lookout for communication
- Hope's virtual meeting platform will be transitioning from Zoom to TEAMS in 2024
- IUPTS Ticket Reminders
  - Add contact information & check for notes
- Medication Administration (Welligent)
  - PS's are communicating with homes on phasing out of paper logs by February 1, 2024.

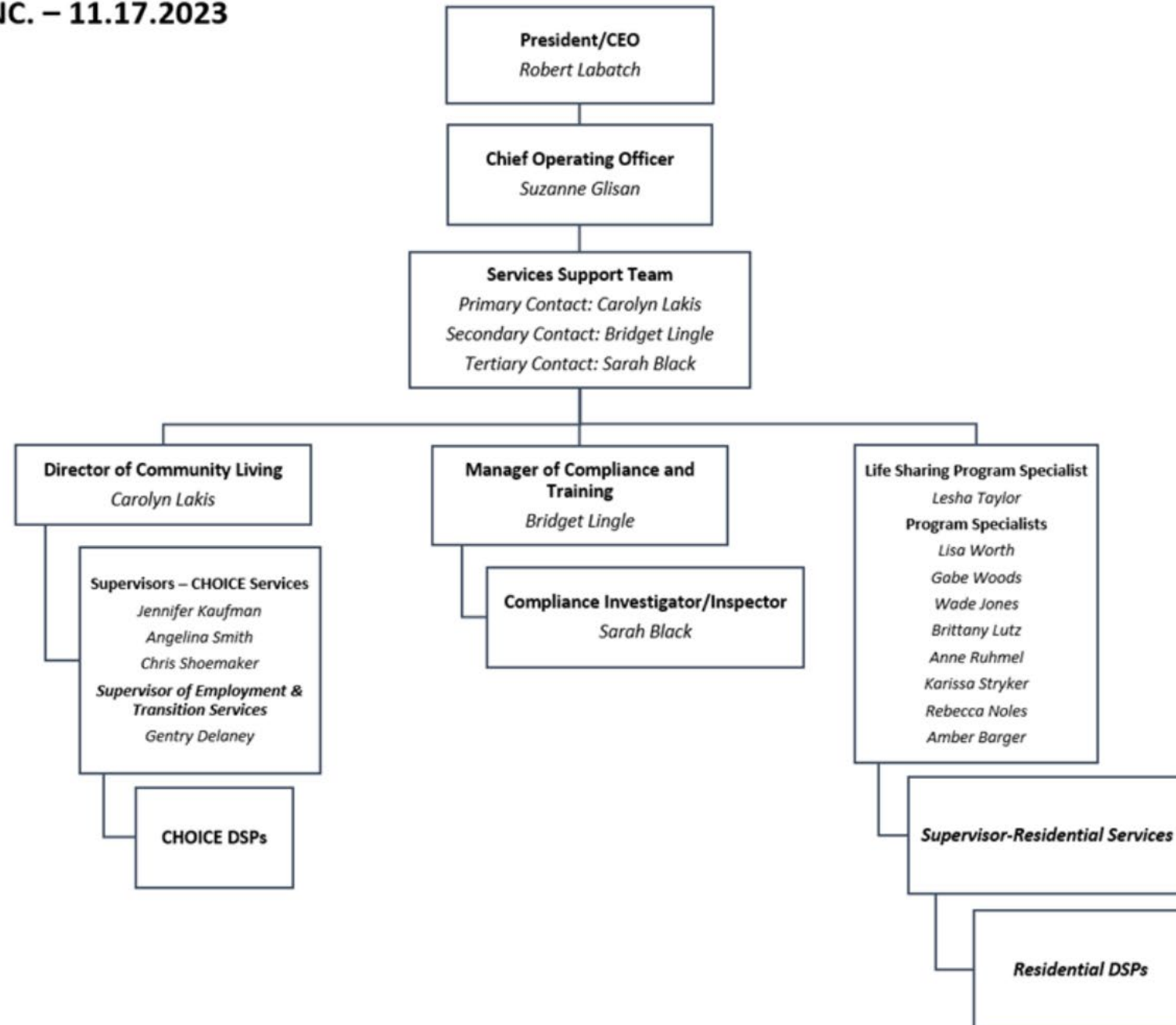


# *Services Support Team*



# SERVICES ORGANIZATIONAL CHART

## HOPE ENTERPRISES, INC. – 11.17.2023





# *Share your feedback!*

- Be transparent during team meetings
- Be curious, not judgemental
- Google form-  
<https://forms.gle/ggMb6T3RKiLFkijRA>



# Merry Christmas

Happy New Year

