

A large, irregular watercolor splash in shades of teal and green serves as the background for the central text. In the top-left and bottom-right corners, there are clusters of small, rounded, pill-shaped elements in muted orange and teal colors.

On the Job With Rob

- MARCH 2024 -



The Hope Foundation raises over \$15,000



RAISE THE REGION

The highest fundraising year for Raise the Region to support Hope's Children's Campus Project.

A special THANK YOU to our Hope team for representing us!



Leadership Goals

BUDGETING FOR SUCCESS

Annual increase was received on the March 22, 2024 pay date.

PREPARING FOR PERFORMANCE BASED CONTRACTING

The Hope Foundation approved \$15,000 grant to onboard the next Enkompass BI module.

ENTERPRISE APPROACH

HR employee info. will move from the Hope Portal to Criterion on April 1, 2024.

SERVANT LEADERSHIP

Positive thinking impacts your physical and mental well-being.





Servant Leadership



Mental Wellbeing

- Mental health includes our emotional, psychological, and social well-being.
- Helps determine how we handle stress, relate to others, and make healthy choices.
- Mental health is important at every stage of life, from childhood and adolescence through adulthood.
- 4 C's of mental health; confidence, control, commitment, challenge.




4 C's

CONFIDENCE

- Belief in yourself, and that you can achieve your goals.
- When you have confidence, you have solid social skills, the ability to communicate well with others.

CHALLENGE

- To become mentally stronger, you must welcome challenges.
 - Whether good or bad, a challenge teaches us a lesson and creates an opportunity for growth.
- 




4 C's

CONTROL

- Mindset is tied to confidence.
- You have control over your attitude, and life outcomes.
- Even when there are missteps, continue to persevere until you reach your goal.

COMMITMENT

- Stay committed to achieving your goals.
 - No matter how many setbacks you have, you push through!
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Passing Medications



Questions/Comments Submitted

- All questions, comments, & suggestions are being closely monitored by the Executive Team.
- Continue to share via the Google Form (at the end of the presentation).
- Significant decrease in errors with onboarding of EMAR.
- All electronic as of March 1, 2024.
- Continued discussions within our team meetings.





Supporting Our Teams

IMPROVED TRAINING & ONBOARDING FOR MEDICATIONS

SERVANT LEADERSHIP DISCUSSIONS CONTINUE

EMPOWERING OUR TEAM MEMBERS

LISTENING TO CONCERNS & IDEAS FOR IMPROVEMENT





Employee Info.



Annual Increase



A memo from the Executive Team was sent to all employees on 3/20/24 regarding the prorated annual increases.

Questions?

contact Nicole Blank/Payroll Coordinator,
Cheryl Yoxtheimer/VP of Human Resources or
John Bubb/Chief Financial Officer.



ENHANCED RECRUITMENT REFERRAL INCENTIVE CHOICE & RESIDENTIAL DIRECT CARE POSITIONS 4/1/2024

- \$1,000 recruitment referral incentive - Applies to FT & PT Direct Care positions
 - Includes Residential DSP's & Residential Supervisors; CHOICE DSP's
 - Effective for new hire referrals beginning 4/1/2024
 - \$250 incentive after completion of 90-day probationary period
 - \$250 incentive after 6-months is completed
 - \$250 incentive after 9-months is completed
 - \$250 incentive after 12-months is completed
- \$500 referral incentive for all other FT & PT positions
 - \$250 after completion of 90-day probationary period
 - \$250 after 6-months is completed
- Applicants must specify referral to HR **BEFORE** their first day of employment
- Incentive applies to external hires only

INWTS Ticket System Update

WHEN TO SUBMIT A TICKET:

- Password resets (supervisors now have access to reset passwords)
- Maintenance needs
- Residential home internet or phone issues
- Hope-issued cell phone issues

New status updates for additional information on tickets.



Ticket #26735: Shelby Eshleman

Location: BRC	Phone Number: 570-560-3628
Date Created: 2/21/2024	Category: Unassigned
Asset Tag:	Best Time to Reach:
Currently Assigned To: Unassigned	Current Secondary Assignment: Unassigned
Status: <div>New Awaiting Third-Party Response Awaiting User Response New On Hold Pending Scheduled Solved</div>	Supervisor:
Additional	Agency: BLaST IU 17
	Contact email address
<div>Save Changes</div> <div>Cancel Changes</div>	

Description:
TRAINING



Keep
in touch

Submit questions/comments:

<https://forms.gle/w4ZRsD3uidqDwzb79>

Request a Hope Huddle:

email *mhowe@hopeability.org*