

- 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.

#### **ENTERPRISE APPROACH**

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

#### PREPARING FOR PERFORMANCE BASED CONTRACTING

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

#### SERVANT LEADERSHIP

Positive thinking impacts your physical and mental well-being.



## Servant Leadership



# Melheing

 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.



#### 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.



#### 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!

## Bassing Medications



### Onestions/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 <u>BEFORE</u> their first day of employment
- Incentive applies to external hires only



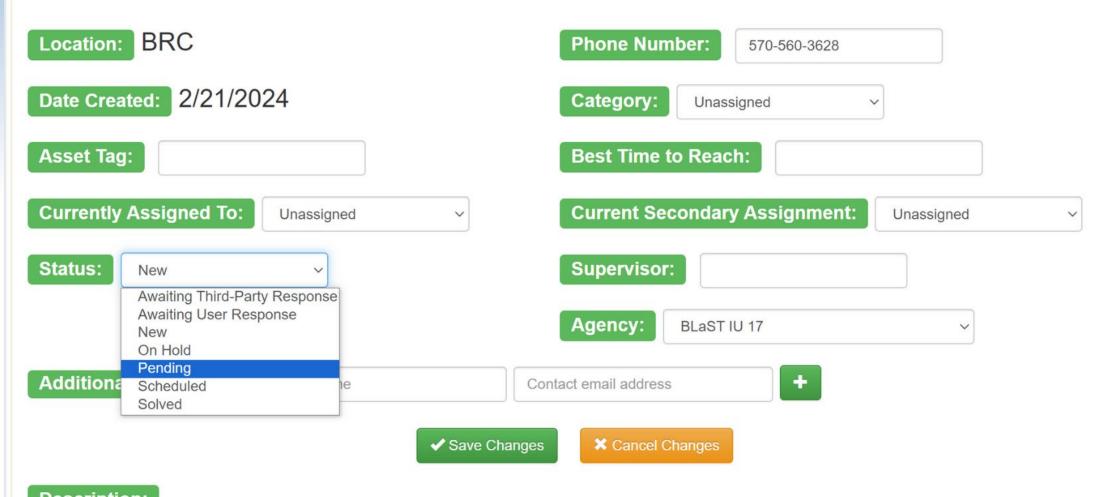
#### WHEN TO SUBMIT A TICKET:

- 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: Shelbie Eshleman



Description:

TRAINING





Submit questions/comments:

https://forms.gle/w4ZRsD3uidqDwzb79

Request a Hope Huddle: email mhowe@hopeability.org

