

stronger *together*

STAFF NEWSLETTER

Thankful for YOU



by Lisa Haglund
President and CEO

"I always thank my God for you because of his grace given you in Christ Jesus." - 1 Corinthians 1:4

I shared with you last month how thankful I am to be a part of an organization that not only allows, but encourages, prayer as a part of our daily plans.

As we approach November, a month of Thanksgiving, I find myself reflecting on how thankful I truly am for all of you, our valued Heritage employees.

As we strive to show our appreciation to you, I am pleased to announce that our second annual Bring the Joy campaign will be rolling out during this year's holiday season. Last year, for the first time ever, Bring the Joy celebrated our employees with gifts, special recognitions, and holiday cheer for you and your families. Stay tuned for the excitement we have in store for this year. I can assure you it's bigger and better than before.

As I recognize the hard work and loyalty you have displayed throughout our most difficult years as a nation, I hope you recognize the appreciation we feel for you and the tangible ways we are showing it.

You truly are a gift from God to Heritage and all those we serve each day. Through COVID-19, the recent mandates, and constant regulation changes, you have remained strong, faithful, and committed to the mission of Heritage – to promote Hope, Dignity, and Purposeful Living to all those entrusted to our care. I remain thankful for your compassionate spirits, your love for our residents, and your dedication to your job and your fellow employees.

We see you, we appreciate you, we celebrate you, and most importantly, we are grateful for you.

Thank you for all that you do each day,

Lisa

PRIZE ALERT

Can you find a mini Lisa Haglund in this month's staff newsletter? Email marketing@heritage1886.org with the subject line "LITTLE LISA OCTOBER 2021" and tell us where you found her. One winner will be chosen at random from all correct entries received to win a \$10 gift card. Keep your eyes peeled! Our September winner was Diana Clark at Rolling Fields. Congratulations Diana!



CHAPLAIN'S CORNER

Gratitude

by Larry Petry, Senior Chaplain

I've personally been seeking to grow in the discipline of gratitude. Most nights, I try to take a moment to write down a list of things for which I'm thankful for from that day.

My wife and I recently noticed many less-than-thankful behaviors in our 11-year old. I decided to try out the "thankfulness experiment" with Ben. We take a few moments each night and write down what he's thankful for. It's generally the same list every night – our dog, my wife, and sometimes, me (it depends on our day).

My first reaction would be to roll my eyes at my son's oft-repeated list. But then, we are creatures of habit. Is there anything wrong with capturing the same things each day, and expressing "thank you" for these things? Maybe it's a better routine than I thought.

Let's grind out the muscles of gratitude. Even if we're saying "thank you," over and over again each day to residents, co-workers, families and friends. Let's be thankful for the strength we have, the gifts and skills that allow us the opportunities to serve. There's much to gripe about, and our frustrations can come out easily. What if we did the more diligent work, and purposefully expressed our thanks each day? How would it change us? Where would it lead us? I'm honestly not sure. But we can find out. In these times, I invite you to take this journey toward gratitude with me.

2022 Benefits Open Enrollment

Open enrollment for 2022 insurance benefits will take place November 7-20, 2021 and you MUST take action!

Visit our NEW benefits page online at heritage1886.org/benefits! Find information, view plan details, watch videos, and get step-by-step directions for Kronos login and enrollment.

Plans will not change much for 2022. If you are happy with your 2021 benefits, you will not need to re-enroll for 2022. All full-time employees are eligible for group health, vision, dental and various ancillary benefits.

All full-time employees are automatically covered by the Heritage Ministries group life insurance plan and MUST review and make any needed changes to their life insurance beneficiaries.

In-person and Zoom meetings will be available with the Benefits office to answer open enrollment questions. Stay tuned for meeting signups.

Watch for your own personal home mailer arriving soon with important information to walk you through the process of electing or waiving insurance benefits and updating beneficiary information.

Learn more about Heritage benefits at heritage1886.org/benefits or contact the Benefits office at (716) 338-0129 or at benefits@heritage1886.org.

Domestic Violence Awareness Month

by Kara Johnson, Corporate Director of Social Work

Domestic Violence Awareness Month was launched in 1987 to connect individuals and organizations increasing awareness and support. To better support yourself or loved ones who may be affected by domestic violence, the National Domestic Violence Hotline offers a wide variety of educational materials and state-specific support.

TYPES OF ABUSE

Physical abuse can include hitting, punching, kicking, biting, smothering, harming children or pets, and using weapons.

Emotional and verbal abuse can include gas lighting (pretending not to understand or refusing to listen to you); questioning the recollection of facts, events, or sources; trivializing needs or feelings; or denying previous statements. It also includes name calling, monitoring activities without your knowledge, and controlling what you wear.

Sexual abuse can include persuading or forcing sexual contact. Even if you are in a relationship of any kind, intimacy still needs consent.

Financial abuse is extending power to control finances.

Digital abuse is using technology and the Internet to bully, harass, stalk, and/or intimidate.

Stalking is when someone watches, follows, or harasses you repeatedly and makes you feel afraid or unsafe. Stalking may come from someone you know, a past partner, or a stranger.

STEPS YOU CAN TAKE

Create a safety plan. A safety plan is a set of actions that can help you lower your risk of being hurt by your partner. It includes information specific to you and your life that will increase your safety at school, home, and other places you go on a daily basis. To create a safety plan go to: https://www.thehotline.org/plan-for-safety/create-a-safety-plan/#gf_1 to access an interactive guide.

Talk with your coworkers. Abusive home situations often carry over into work settings. Changes in behavior at work like drops in productivity, excessive lateness, unexplained absences, unexplained injuries or bruising, sensitivity about discussing home life, disruptive phone calls or visits, or changes in appearance could indicate something is wrong.

Use these tips when approaching this topic with coworkers:

- Follow your instincts if you feel like you should talk to them about what might be going on. The worst that could happen is that they don't want to talk. Even then, they'll know that you care enough to raise the issue.
- Approach them in a confidential manner, and in a time and place away from interruptions. Remember to be non-judgmental any time you bring up the topic of domestic violence with your coworker. They may be embarrassed by the situation, and you might be the first person who has asked them about it.
- Consider starting with observations about their recent stress or distraction, and ask if they want to talk about it. Give them space to share what they want, but don't pressure them.
- Listen to what they have to say. Your role is not to fix the problem for them and all they may want is someone who will listen. If your coworker does open up to you about abuse they're experiencing, consider passing along appropriate information or resources, including how to contact The Hotline. Identifying local service providers ahead of time can help you provide actionable options for next steps if they want them.
- Ask if they'd like to create a safety plan for their work environment, including what to do if their partner calls or stops by the office. Advocates from The Hotline are available 24/7 to help create a safety plan.

HELP IS AVAILABLE

For more information and support:

- Call 1-800-799-SAFE (7233)
- Text "START" to 88788
- Website: www.thehotline.org

For state-specific resources go to www.thehotline.org/get-help/domestic-violence-local-resources.

ZOOM SUPPORT ROOM

1st and 3rd Thursdays, 6:30-7:30pm

ID: 839 0219 1644 Passcode: 384943

3rd Wednesdays, 1pm

ID: 816 8934 7979 Passcode: 493617

recent news and notes

PTO CARRY-OVER

In recognizing the challenges presented in 2021, **the increase in PTO carry-over announced last year will remain in effect for PTO carried over into 2022.** Hourly employees may carry over four (4) weeks and salaried employees may carry over five (5) weeks of PTO from 2021 into the 2022 year. Any policy changes for 2022 will be communicated this January.

FLU SHOT CLINICS

Get your flu shot this season to stay healthy and help keep our residents safe. Contact your administrator to find out when and where flu shot clinics will be happening in the coming weeks.

FOLLOW US ON INSTAGRAM!

Got Instagram? Keep up with new and exciting staff highlights, career opportunities, and more! Follow us today @heritagecareers!

CARING FUND

Did you know that the Caring Fund helps support staff nationwide, in a time of need? **To apply for available assistance, speak with your HR representative or community administrator.** If you feel led, you can also contribute to the Caring Fund by donating money, participating in our annual fundraisers, or donating unused PTO time.

STAFF HIGHLIGHTS

Do you have a coworker who is doing something amazing in their life or out in the community? We'd love to hear about it! If you'd like to recognize one of our team members for pursuing a unique hobby, volunteering, or anything awesome that they're doing, let us know and they may be featured in an upcoming Heritage communication! Visit heritage1886.org/nominations to fill out a staff highlight form.

THANK A VETERAN!

On Veterans Day, November 11, we honor those who have served in the United States Armed Forces. **Be sure to thank the veterans who live and work at Heritage communities nationwide for their service to our country.** Check out some veteran stories from Heritage at heritage1886.org/veterans.

COVID-19 VACCINE BOOSTER CLINICS

The CDC has recommended that individuals who received the Pfizer-BioNTech, Moderna, or Johnson & Johnson COVID-19 vaccine **may be eligible for a booster shot.** Contact your administrator to find out when and where your Heritage community will be hosting a COVID-19 vaccine booster clinic.



Vinecroft
BY HERITAGE

Hearthstone
BY HERITAGE

ROLLING FIELDS
ELDER CARE COMMUNITY BY HERITAGE

THE
Kenney
BY HERITAGE

IVES HILL
SENIOR LIVING BY HERITAGE

