

CONCERN CONNECTIONS

A Weekly Publication

Week of May 31, 2022

Together, we connect!

Staff Inspirations - Your Forum to Inspire

"It's hard to beat a person who never gives up." – Babe Ruth

Welcome Aboard

- We welcome **Jewel Mack**, as a Case Manager (IBHS/FBMH/PHP Programs), based out of the CBHS Office in Wellsboro, PA
- We welcome **Nicole Ruela**, as a Clinical Therapist, in the Outpatient Program, based out of the Bethlehem CBHS location.
- We welcome **Kyra Snook**, as a Recruiter/Caseworker, in the Foster Care Department, based out of the SVRO-WBO location.
- We welcome **Lauren DeTurk**, as a Clinical Therapist, in the Outpatient Department, based out of the Fleetwood CBHS location.

May/June PTOs

<u>STAFF PTO</u>	<u>DATE/S</u>	<u>SUPERVISOR</u>
Pam Berg	5/31/22 -6/14/22	Kassie Irwin
Shannon Coscia	6/3/22, 6/9/22, 6/17/22	Glenn Miller
Tracy Cote	6/6/22, 6/10/22, 6/17/22	Melanie Fritch
Gail Machemer	6/10/22, 6/22/22	Kassie Irwin
Carri Prior	6/10/22, 6/29/22, 6/30/22	Gordon May
Scott Lubinski	6/13/22	Gordon May
Cheryl Reeling	6/13/22, 6/14/22	Gordon May
Wendy Winters	6/13/22, 6/14/22	Kassie Irwin
MaryBeth Hughes	6/15/22 – 6/17/22	Gordon May
Tricia Reedy Jones	6/16/22 – 6/21/22	Gordon May
Tanya Jones	6/20/22, 6/21/22	Gordon May
Jane Zettlemoyer	6/22/22	Tricia Reedy Jones

Agency-Wide Meetings

SLT	Wednesday, 06/08/22	9:00-11:30
PQI Committee	Thursday, 06/09/22	9:00-11:00
SLT/RLT/SupT/CorpT	Wednesday, 06/15/22	9:00 - 12:00 Quarterly Ops Mtg
SLT	Wednesday, 06/22/22	9:00-11:3

Administration News & Updates

Human Resources Happenings

CONCERN Positions Available in SharePoint [[HERE](#)]

2022 Annual Employee Evaluations:

It is that time of year again! Supervisors and employees have until May 31, 2022, to work on annual evaluations. Completed evaluations are due to Wendy Winters in Human Resources no later than **June 1, 2022**. Happy goal setting!

Open Enrollment: Final Benefit Meetings & Changes/Form Due June 3

Our benefit meetings have concluded for the year, and we are now in the open enrollment process of collecting paperwork and editing plans.

If you were not able to attend a meeting, please [follow this link](#) to review the information presented and access benefit booklets, annual notices, and a one-page form to use for changes and enrollments.

Be sure to complete and return the form to mnewton@concern4kids.org at any time before **June 3**, and she will follow up with additional steps, if necessary.

Full-Time Employees are required to sign and submit the one-page form/acknowledgment, and Part-Time Employees can use it to enroll or change their eligible plans.

We learned a great deal about the benefits of an HSA Healthcare Plan/Account this month; full-time employees should keep in mind the **significant** changes noted below as they consider their options for 2022-23.

CONCERN has increased its contribution to accounts for the 2022-23 plan year to the following amounts.

- \$1000 – Individual

- \$1500 - Family

The IRS has increased the annual contribution limits for 2023 to the following amounts.

- Individual \$3850

- Family \$7750

Please contact Melissa Newton with any questions regarding open enrollment, benefit plans, or required form completion.

Development & Marketing - Raising Dollars and Awareness

The CONCERN Education Series will take place on June 2, 2022. **This will be a virtual event only due to low in-person registrations.** The topic of this year's training is "Looking Back, Moving Forward: Trauma-Informed Strategies to Support Youth and Families Navigating a "New Normal." Contact Jane Zettlemoyer at 610-215-9569 or visit [here](#) for registration information. **CONCERN staff and foster parents may attend and receive CEUs at no cost.**

Help CONCERN Spread the Word!



The 2022 Highmark Walk for a Healthy Community is taking place on Saturday, June 4th at DeSales University.

Help us spread the word by taking selfies of you and/or your family going for a walk or run and upload them to all your social media pages. Be sure to use the following hashtags:

#walk4concern #concern4kids

Join your friends and coworkers by signing up to walk with them or make a donation to support them in the 2022 Highmark Walk on June 4, 2022.

Visit [HERE](#) to register or donate today!

If you donate or are able to raise \$50 for this event, you will receive this great t-shirt!

To contact the Wellness Committee, please use the following email address:

WellnessCommittee@concern4kids.org

Keeping Your Spirit Healthy

People talk about the importance of keeping their lives in balance. But when it comes down to it, few people really know how to achieve it.

"When you're stressed, taking steps to strengthen your personal integrity can bring you back to a sense of balance that restores a sense of inner peace and harmony," says Brian Luke Seaward, Ph.D., author of *Quiet Mind, Fearless Heart*. "The human spirit is composed of free-flowing energy. But unresolved anger, fear and other negative emotions can choke the spirit by creating stress."

According to Dr. Seaward, you can reduce stress by understanding the unique relationship that exists between less stress and more spirituality in your life.

"For many people, spirituality has been the missing link in strengthening the mind-body-spirit continuum that's the basis of a healthy life," he says. "People who have healthy minds and bodies but still feel stressed or uneasy haven't satisfied their spiritual hunger because it can't be satisfied by material things."

The following strategies can help you change or modify behaviors that increase stress and replace them with behaviors that promote harmony.

Keep everything in perspective

When you're stressed by a particular event, it's easy to lose perspective, particularly of how good your life is overall.

"When you find yourself focusing on the foreground of a problem or a crisis, take a step back and look at it in the context of the big picture of your life," says Dr. Seaward. "Doing so helps you realize that in many areas of your life things are going well."

Establish healthy boundaries

Boundaries let other people know how far they can go before they infringe on your personal integrity. Setting clear boundaries helps minimize misunderstandings between friends, family and coworkers.

Manage anger

Keep anger under control by changing your expectations. Many episodes of anger in day-to-day life are the result of unmet expectations. By lowering your expectations, especially about things you can't control, you can reduce angry and stressful responses. For instance, plan in advance to let go of things you know will drive you crazy, such as traffic delays.

Be thankful

Adopt an attitude of gratitude by directing your thoughts away from negative thought patterns that are common when you're stressed.

"When you're feeling as if nothing is going right, stop and make a list of all the things you're grateful for or take for granted," says Dr. Seaward. "Start with simple things, like being able to see and breathe. Then move on to personal things, such as family members and your job. Don't stop until you reach 100 items."

Turn off the TV

Prolonged TV viewing increases stress because of violent or disturbing content and the constant visual stimulation.

Forgive others

Carrying the weight of a grudge becomes immobilizing over time. But when you forgive someone, you bring light into your heart and the whole world benefits.

Seize the day

Choose one of your unmet personal goals and map out a strategy to make it happen. Fill in the specifics, identify the resources you need and come up with an estimated completion date.

"Human behavior is slow to change, but it can be done," says Dr. Seaward. "Start by selecting one strategy from those above and incorporate it into your life for several weeks. Then try another one for a while. Over time, you'll feel more whole and less stressed because you're consciously seeking balance in your life instead of imbalance."

The StayWell Company, LLC ©2022

Compliance & Quality - News You Can Use

From the Director of Quality Assurance:

Reminder to complete the May QA Quiz Contest.

Here is the link: <https://forms.office.com/r/dfwVvPYLrv>

Share it with your co-workers and encourage them to complete the quiz. It could be practice for the next contest (we are considering having the prize go to the office that has the most staff complete the Quiz or something along those lines). Contest closes this Friday, June 3 at 5:00pm.

PQI stands for Performance and Quality Improvement:

Be on the look out for the Q3 PQI Quarterly Report. It will be published soon!

Have a good day!

Cheryl Reeling

Hotline 855-234-3168

compliancehotline@concern4kids.org

Around the Regions

Northeast Office – Christmas in July 50/50 Raffle tickets are now on sale! Contact Sharon Symuleski at ssymuleski@concern4kids.org to get your tickets today!

Christmas in July 50/50 Raffle

Proceeds benefit children in care through CONCERN's Northeast Office.

Drawing on 7/25/2022

Ticket Price - \$1

Hope. Opportunity. Change.

www.concern4kids.org

License ID #G-22-002847-R

Name

Address

Phone

Email

Share a Little – Brag a Little

From Sue Delaney, Wellsboro Office - **Nicole Addonizio** presented in a huge Termination of Parental Rights court case today at Bradford County. It was very intense, and she did amazing. She did so well that the paralegal reached out directly to tell her so.

Kelly Stoll, CBP Caseworker, also testified in this hearing and received the same feedback.