

# WELLNESS

## 2016 Year in Review



Over the past year, Volunteers of America Mid-States has been partnering with Spalding University and the University of Kentucky to address wellness in our workplace. Last fall and winter, we held brainstorming sessions in all of the program areas throughout our geography. The findings were valuable and have provided insights into how we can make our organization even healthier. We want to share the themes we heard from you and what we are doing or have done with your ideas. Thank you to those of you who participated in this very important process.

### YOU REQUESTED:

- Paid time off
- More affordable health insurance benefits
- Free counseling services
- Gym memberships that are free to employees

### VOA RESPONDED:

- **Every full-time DSP has a paid PTO bank**, which can be used for sick, vacation and personal time.
- **We have added a Teladoc benefit** that will begin January 1 for employees and any member of the household, regardless of whether or not you take our insurance.
- **We have an Employee Assistance Program (EAP)**, which allows every employee and any member of the household to access up to 6 free counseling sessions.
- **A Patricia Cummings Wellness Scholarship** will begin in January which allows employees to apply for a scholarship for wellness and self-care needs such as gym memberships.

### YOU REQUESTED:

- Better training opportunities
- More opportunities for advancement
- More adequate staffing at your site
- More effective communication

### VOA RESPONDED:

- **We created a wellness budget** that has money earmarked for additional training opportunities for front-line staff and their supervisors.
- **We began telling our story on VOA Today of the long history we have of promoting from within** and will begin more intentional career-pathing in 2017.
- **We have posted some internal positions to DSPs only**, allowing DSP's direct opportunities for growth.
- **We focused this year on recruiting and hiring**, including hiring recruiters and involving some of you in the process of building more adequate staffing.
- **Every DSP now has an email address.**
- **Added the duties of internal communications** to the expectations of the new Senior Director of Communications to create more intentional focus on keeping you informed. Doug Scofield starts in this role on December 1.

### YOU REQUESTED:

- To learn about self-care and wellness
- That we promote it as being important
- Examples of individual wellness plans
- Career/education counseling

### VOA RESPONDED:

- **We have celebrated 24 self-care day events.**
- **Completed 9 self-care trainings** to develop a self-care plan and have committed to continue doing both throughout 2017 in all locations.
- **We have developed an Individual Development Plan (IDP) rollout for 2017**, wherein all employees will be given an opportunity to create a plan that can include any career, education or training needs and goals. The plan will include wellness.
- **We have started a "wellness corner" in VOA Today**, and it will begin in January 2017, highlighting our progress and the wellness progress of individual employees.

We will continue to work on all of these opportunities and others you said you wanted that we have not been able to complete yet. For example, we are continuing to work on competitive pay for all employees and on offering social wellness opportunities where employees can enjoy family-friendly recreational or social activities with their colleagues. **We want you to know that we hear you, we value your input and we are committed to creating an agency where wellness is an integral part of the culture. Together we can accomplish even more in 2017.**