

WELLNESS

2019 Quarter 1 Report



Volunteers
of America®
MID-STATES

Over the past three years, Volunteers of America Mid-States (VOA MID) has partnered with The Wellness Group, ETC. and the University of Kentucky to address the issue of wellness in our workplace. Based on the findings from the brainstorming sessions we held in 2016, we want to share the themes we heard from you and what we are doing or have done about those concerns. The findings were valuable and have provided insights into how we can make our organization even healthier. In January 2019, we will conduct **new** brainstorming sessions to determine our focus for the next few years. STAY TUNED FOR MORE INFORMATION.

YOU WANTED:

- More affordable health insurance benefits
- Employee bonuses for good performance
- Financial planning classes
- Better employee discounts

YOU WANTED:

- More structured orientation for new employees
- More opportunities for advancement and opportunities for employees to move to different jobs within the agency
- More adequate staffing at program sites

YOU WANTED:

- To learn about self-care and wellness and for VOA MID to promote it as being important
- Spiritual advisement available for employees
- Gym memberships that are free to employees

THIS IS WHAT HAPPENED FROM JULY 1st-SEPTEMBER 30th:

- **For the 1st quarter, employees and their families utilized the Teladoc benefit for 38 consultations.** Teladoc allows you to visit with a doctor 24/7 by web, phone, or mobile app. Call **855-847-3627** to speak with a doctor and utilize this FREE benefit.
- **We continue to reward an Employee of the Month with a \$200 gift card and an Employee of the Year with a \$400 gift card.** September's employee of the month is **Kristen Kern, Residential Service Coordinator** from our Nashville Developmental Disability facility. Congratulations to Kristen!!
- **Open enrollment information will be announced at end of November;** we will not receive the information from our carriers until the 1st week of November.
- **VOA Mid offers an Employee Discount Program for all employees.** To see all employee discounts, visit VOA Today and click on Employee Discount.

THIS IS WHAT HAPPENED JULY 1st-SEPTEMBER 30th:

- **We rolled out a new Time and Attendance system through ADP;** paycheck information can be accessed via web or mobile app; no more distribution of paycheck stubs! **ADP gives employees access to all of their employment information including paystubs, paid time off accruals, benefits, tax forms, VOA news, etc.**
- **Internal Promotions for the 1st Quarter was 19.** Please watch for weekly emails from Human Resources with the weekly job postings. Employees can also go online at www.voamid.org and search under Careers any time.
- **Human Resources continues to conduct career-pathing coaching sessions through the Professional Development Plan (PDP) process.** All Vice Presidents and Directors have completed the PDP process; any employee can volunteer to participate in a PDP. Please contact Pamela Williams @ Pamelaw@voamid.org; Pamela is currently focusing on PDPs for the Managers in the organization.

THIS IS WHAT HAPPENED JULY 1st-SEPTEMBER 30th:

- **Posts on the "Wellness Corner" in VOA Today** continue to provide information about the Wellness Initiative Group (WIG). **We are committed to sharing a Safety Spotlight and a Wellness post each month on VOA Today.**
- **Each program site at VOA MID hosts a Bi-Annual Self-Care Day** to promote self-care and wellness with colleagues. Self-Care days will be held in October; check with your Manager for your location details.
- **Our chaplain, Donna Trabue, is available as a resource for employees who desire spiritual guidance.** She can be reached at DonnaT@voamid.org or (502) 636-4641.
- **We have awarded 65 employees with the Patricia Cummings Wellness Scholarship since January 1, 2018** to assist with gym memberships and other self-care activities. 2018. This scholarship remains open to employees who wish to apply.

We want you to know that we hear you, and we value your input. We are committed to creating an agency where wellness is a part of our culture and is experienced by everyone who works for or who is served by Volunteers of America Mid-States.