Keyn@tes

News for the team members of Cross Keys Village - The Brethren Home Community



In This Edition:

- Fill Your Bucket Challenge
- Team Member Spotlight Scott Sowers
- Crucial Conversations Tips and Tricks Part 2
- Shining Star Recognitions
- Welcome New Team Members
- PTO Cashout
- Team Shoutouts
- Car Wash Coupons
- Team Member Pickleball and more!

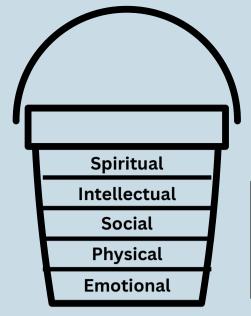
Important Reminders!

May is Mental Health Awareness
Month! Check out the team member
challenge "Fill Your Bucket with the 5
Dimensions of Wellness" on page 2
and 3.

Summer Meal Program is Coming Back!

- May 30 and June 1
- June 27 and June 30
- July 25 and July 28
- August 22 and August 25

Stay tuned for more information!



FILL YOUR BUCKET WITH THE 5 DIMENSIONS OF WELLNESS

In recognition of May as **Mental Health Awareness Month**, we are challenging each team member to fill their bucket with the 5 dimensions of Wellness!

What are the 5 Dimensions of Wellness?



Emotional Wellness:

Being aware of, accepting and expressing feelings.



Physical Wellness:

Nourishing a healthy body through exercise, nutrition and sleep.



Social Wellness:

Engaging with others and understanding their feelings.



Intellectual Wellness:

Learning, problem-solving, and creativity.



Spiritual Wellness:

Searching for meaning and higher purpose.

The purpose of the dimensions of wellness is to provide a holistic framework for understanding and improving overall wellbeing.

FILL YOUR BUCKET CHALLENGE

How to participate: Complete one task from each of the 5 dimensions of wellness listed below. Have another idea in mind that fits into a dimension? Check the "other" box and write the task in! Once complete, send your sheet to Katie Hollabaugh via interoffice mail or k.hollabaugh@crosskeysvillage.org by **May 31**st for an opportunity for a small gift to help support your wellness journey! **All entries are confidential and used only for purposes of delivering the participation gift.**

	Emotional Wellness		
8	Begin your day by writing down or saying out loud three things that you are grateful for. Try a breathing exercise to feel more calm and grounded. Inhale for 4 seconds, hold for 4,		
	exhale for 4 and hold again for 4 seconds. Other:		
Physical Wellness			
	Park farther from the entrance (work, store) to incorporate a short walk into your day.		
	Connect with our wellness team (X5410) to set up orientation for on-site wellness areas.		
	Other:		
Social Wellness			
	Spend time doing something you love with friends or family.		
	Reach out to someone you haven't talked to in a while to reconnect.		
	Other:		
	- Intellectual Wellness		
	Join in a new class at a local college, art studio, or gym.		
	Google "Dimensions of Wellness" to learn about other dimensions not listed here.		
	Other:		
Spiritual Wellness			
	Read a bible verse or an inspirational book or quote.		
	Read this affirmation when you need it: "We are all first-time humans. Give yourself grace as you keep learning and changing."		
П	Other:		



What three words best describe your job?

Rewarding. Impactful. Fun.

What do you enjoy most about working at CKV?

The team members because of how much they care about what they do.

What is one thing about your job that most people don't realize?

I don't just deal with numbers!

What is your favorite quote or motto?

Livin' the Dream!

If you could travel anywhere in the world, where would you go and why?

I love beaches and islands but two places I haven't been and would like to go to someday are Bora Bora in Tahiti and Great Barrier Reef in Australia.

What advice would you give to a new team member?

Enjoy every day and have fun with what you do!

Crucial Conversations: Mastering Communication for Stronger Connections - Part 2

Melanie Storm, Staff Education Coordinator



When facing a crucial conversation with high stakes, opposing opinions, and strong emotions, we may react in ways that sabotage our results. The good news is that we <u>do</u> have a choice to engage in healthy dialogue.

Silence - Violence - Dialogue

There are different ways people behave during conversations. These behaviors are on a continuum where silence is on one end, verbal violence is on the other end, and dialogue is in the middle.

SILENCE HEALTHY DIALOGUE VERBAL VIOLENCE

Silence is any action taken to withhold information.

Verbal violence is any action taken to convince others to agree or give in.

Healthy dialogue occurs when all parties add information to a shared pool of meaning.

The more time we spend in silence or verbal violence, the worse the results. Healthy dialogue builds trust, improves relationships, resolves conflicts, generates new ideas, solves problems, and builds high-performing teams.

Fool's Choice

When facing a crucial conversation, we often believe we must choose between responding with silence or verbal violence. In other words, we assume we can either take a risk and share our honest opinion OR keep the peace and be respectful. We are blind to the dialogue option.



We make this fool's choice to go to silence or violence because we are under the influence of **adrenaline**. Adrenaline is released by our bodies when we are faced with danger to help us get to safety. This is helpful when we are about to be punched, but very unhelpful in a conversation. During an adrenaline rush, our brain cannot logically process information and respond appropriately. So, we end up saying exactly the wrong thing when it matters most.

Part 2 Tips and Tricks

Adrenaline Antidote

There is good news. You don't have to allow adrenaline to take over. There is a way to flip the switch and get back to logical thinking. That switch is flipped by asking yourself questions. Questions cause your brain to stop moving on the current path so it can find an answer.

The questions to ask are:

What do I really want (for myself/others/relationship)? How would I behave if I really wanted that?

In high-stakes conversations, it's best to avoid the extremes of silence and verbal violence by engaging in healthy dialogue. **Decrease the impact of adrenaline by asking yourself what you really want.**

Shining Star Recognitions Congratulations to the following team members

who were recently nominated for a Shining Star!

Pam Beaver, Nursing

Lily Linton, Harmony Dining

Sarah Brown, Nursing

Carol McCleary, Pastoral Care

Darla Deyarmin, Dining

Julie Miller, Housekeeping

Jill Hempfing, Foundation

Mark Shaffer, Dining

Cathy Holmes, Brookside

Jasmyn Smithson, Housekeeping

Crystal Howe, Housekeeping

Val Wagaman, PC

Congratulations to Amber Hoffman, Brookside, who is the winner of our April prize drawing and will receive the \$100 reward!



New and Returning Team Members!



Sophi AmossNurse Aide
Nursing Services



Jess Bowlin
Healthcare Administrator
Nursing Admin
Returning CKV Team Member



Jacob Gingrich
Dining Services Specialist
Dining Services



Tammy KnightDirector of Nursing
Nursing Admin



Julie Luntz
RN Supervisor
Nursing Admin
Returning CKV Team Member



Ami RuppNurse Aide
Nursing Services



Kathy ThompsonPersonal Care Attendant
Personal Care



Need extra cash?

PTO Cash out time is here!

Deadline:

Monday, May 12 at Noon

(Late forms will not be accepted).

Payment Date:

Friday, May 30

Reminders:

- There is a maximum number of hours that can be cashed out at one time 100 hours for full time team members, 50 for part time team members.
- There is a **minimum number of residual hours** that are required to remain in a team members PTO bank **80 hours for full time** team members and **60 for part time** team members. You may continue to participate in the PTO cash out program as long as these residual hours are met.
- PTO cash out is at **80% of the full value** of PTO hours. For additional information, please visit the team member Intranet payroll tab.
- PTO cash out will have pension contributions withheld and CKV employer contributions provided per IRS regulations.

I,Off). I understand that I must mee understand that hours paid will be	et the eligibility requirements	s of the PTO cash out plan. I also
Signature:	Department:	Date:

Return form by Monday, May 12th via interoffice mail to Teresa Etzler in Payroll.



Team Shoutouts

Congratulations to the following team members who recently received their Med Tech certification!

- Erika Lucas, Lifespring
- Katie Stokes, Personal Care
- Hannah Pearce, Personal Care

Car Wash Coupons

Have we got a deal for you! We can help you keep your car sparkling all year long!



The Friends of Cross Keys Village is selling car wash coupons. Each coupons cost you \$10 but will get you a \$30 car wash at any Tidal Wave Auto Spa and are good until April of 2026. There are two locations right here in Hanover. You can keep the coupons for yourself or give them as gifts. They are good all over the US. Once you try it, we know you will want to come back and purchase more coupons. Therefore, this will be an ongoing fundraiser.

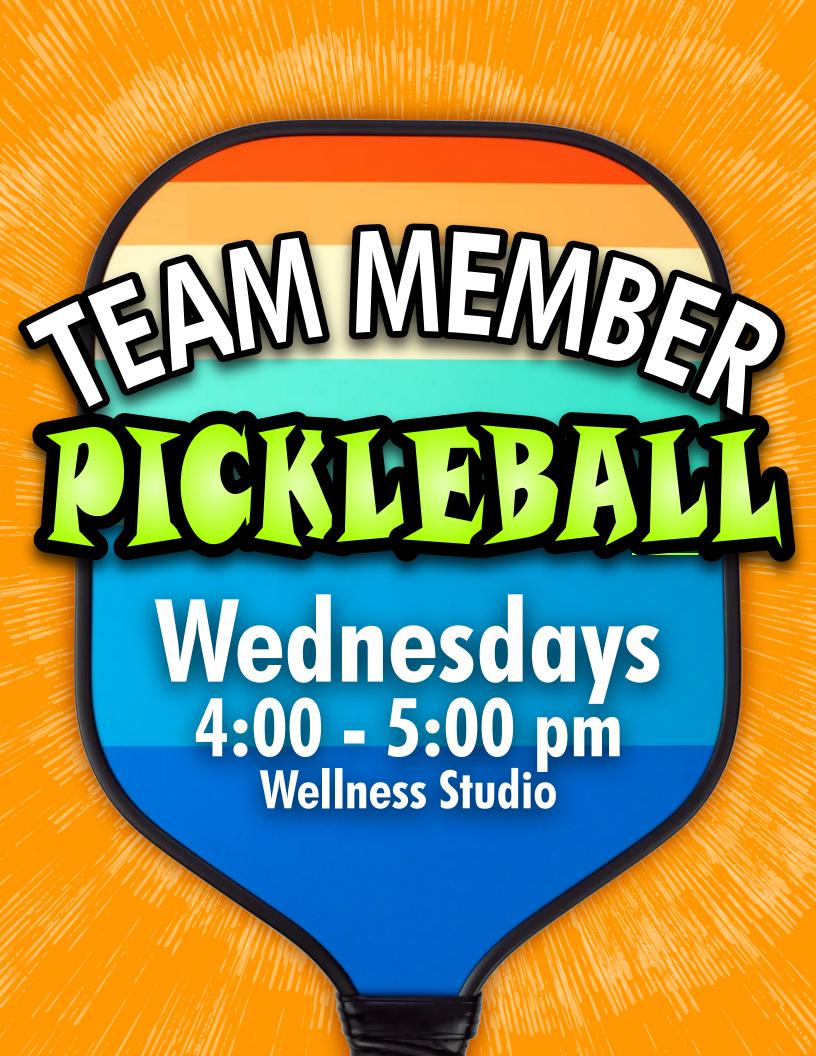
You can purchase your coupons by contacting Betsy Liou at 717–357–1874or email her at **bjlioulegmail.com**. Checks only please, made out to Friends of CKV. Remember all funds raised go towards helping residents and team members of Cross Keys Village. Thank you for your continued support of our projects.

Betsy Liou, Friends of CKV-TBHC



Keynotes Deadline

The next submission deadline for Keynotes is **Wednesday, May 14** for the next edition of Keynotes (May 23). Please email submissions to Katie Hollabaugh, HR Engagement Coordinator.





ARTS & CRAFTS

WATER ACTIVITIES

BIBLE STUDY AND MORE!

Looking for something fun for your children or grandchildren to do during the summer but worried about the price tag associated with summer camp?

We have good news! The Faith Community of CKV-TBHC will provide monetary aid (80% of the cost of camp) for your children or grandchildren to attend Camp Eder. Camps are scheduled for groups of all ages from kindergarten through grade 12.

*When registering, please note that a scholarship is available for you through The Faith Community of CKV-TBHC.

Adventure
Awaits You at
Camp Eder!

For more information about Camp Eder visit:

www.campeder.org

For questions about scholarships contact:

CKV Pastoral Care office at x5253.



Current Openings

Mission Point Health Care Center

- Campus Security (Part-time weekends)
- CNA (Full-time and Part-time)
- Dining Services Specialist
- Housekeeping and Laundry Assistant
- Lead Housekeeper
- LPN
- RN
- RN Supervisor (Night Shift Weekends)

Mission Point Personal Care

- LPN Coordinator (Evening and Night Shift)
- Personal Care
 Attendant/CNA/Med Tech

Brookside

- LPN Coordinator (Night Shift)
- Personal Care
 Attendant/CNA/Med Tech

Residential Living

- Campus Inn Aide
- Housekeeper (Full-time)
- LPN Cross Keys @ Home (Part-time)
- Server (Part-time Day shift and On-call)

Ancillary Departments

 Groundskeeper (Full-time and Seasonal)

Lifespring

- Lifespring Attendant PRN
- Memory Support Education Coordinator

Do you know someone who would be a great fit for our team? Encourage them to apply for one of our open positions by visiting https://ckvcareers.com or contacting our Recruiter, Felicity Boose, at f.booseecrosskeysvillage.org.