

April 24, 2026

# Keynotes

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



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## Important Reminders!

- **April 6 - 27:** Team Member Council Nominations Open
- **April 24 and 27:** Spring Cleaning Giveaway

### **May is Mental Health Awareness**

**Month.** The theme is "More Good Days Together". Stay tuned for more opportunities throughout the month to challenge ourselves to have more good days together!

# Team Member Spotlight



## Ben Carlson

Dining Services Specialist

Dining Services Team

Team Member since April 2012

### **What three words best describe your job?**

Hard Work, Patience, Fun.

### **What do you enjoy most about working at CKV?**

I enjoy working with my co-workers and serving the residents & guests in the cafe. Talking to the residents at CKV is nice to do because I learn about their lives and what they have lived through. I know my job requires a lot of my time but I try to take time out of my day to talk to people and catch up on how they are doing.

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

I help prepare the deli items, salad bar items, help out the neighborhoods and the dishroom if needed. I have worked in Personal Care before and help out when I can there too.

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

India, not only because I was born there but I haven't been back since 2013. I would really like to see more of the country. I've been to the northern part of India, have seen the Taj Mahal, the city of Jaipur and the capital, New Delhi, but would like to see the southern part as well.

### **What is your favorite quote or motto?**

"Success is not final, failure is not fatal: It is the courage to continue that counts."  
Winston Churchill.

### **What advice would you give to a new team member?**

Stay calm during tough times and use your resources. The people you work with will help you and they do care about you. If you make a mistake, learn from it and do better the next time. If you're unsure about something, ask questions and learn. Try your best at what you do and have fun while working. A simple smile can change someone's day whether that person is a co-worker, resident or guest.

## 2026 Senior Care Hero



Congratulations to **Sarah Brown, LPN**, who was named a 2026 Senior Care Hero by the Central Penn Business Journal! This special recognition honors an individual committed to advancing the health and wellness of senior citizens in local communities.

Sarah's impact is felt far beyond her excellent clinical care. She brings kindness, humility, and genuine compassion to every individual she encounters, leaving a lasting impression on those she serves and works alongside.

It was an honor to celebrate with her as she received this award on Thursday, April 9<sup>th</sup> surrounded by her family and colleagues. We are grateful to see her dedication recognized in such a meaningful way. **Congratulations, Sarah!**

## More Deficiency-Free Survey Results

An inspector from the Division of Safety Inspection conducted the annual Life Safety survey in our Healthcare Center on April 14. After a thorough review of documentation and a comprehensive walk-through of the building, I am pleased to share that **no deficiencies were identified!**

This outstanding result reflects the hard work, diligence, and attention to detail demonstrated by so many across our organization. A special thank you to our Maintenance team, as well as all team members who play a vital role in maintaining a safe and compliant environment for our residents, Team Members, and visitors. Great job!

**Jay Rohrbach**, Chief Operating Officer

# April Milestone Anniversaries

Congratulations to the following team members who celebrated a milestone anniversary in April!

## 15 Years

- **Kathy Flynn**, Nursing
- **Crystal Howe**, Housekeeping

## 10 Years

- **Amy Alejo**, Brookside
- **Jennifer Gladfelter**, Laundry

## 1 Year

- **Sophi Amoss**, Nursing
- **Jess Bowlin**, Nursing
- **Jacob Gingrich**, Dining
- **Sam Jarvis**, Personal Care
- **Tammy Knight**, Nursing
- **Julie Luntz**, Nursing
- **Ami Rupp**, Nursing



# *Shining Star Recognitions*

Congratulations to the following team members who were recently nominated for a Shining Star!

**Bev Asper**, Administration

**Shannon Bentley**, HR

**Jess Bowlin**, Nursing

**Brooklyn Collie**, Dining

**Mandy Crawford**, PC

**Madi Crouse**, Wellness

**Mary Culver**, PC

**Hunter Fullbright**, Housekeeping

**Amy Hinkle**, Nursing

**Alaina Hoerner**, Foundation

**Danielle Kovacs**, PC

**Jacob Kramer**, IS

**Connie Light**, Nursing

**Pam Miller**, Brookside

**Victoria Myers**, Dining

**Keven Pitner**, Dining

**Hailey Rosenblatt**, Dining

**Noah Stanley**, Grounds

**Kate Thoman**, Nursing

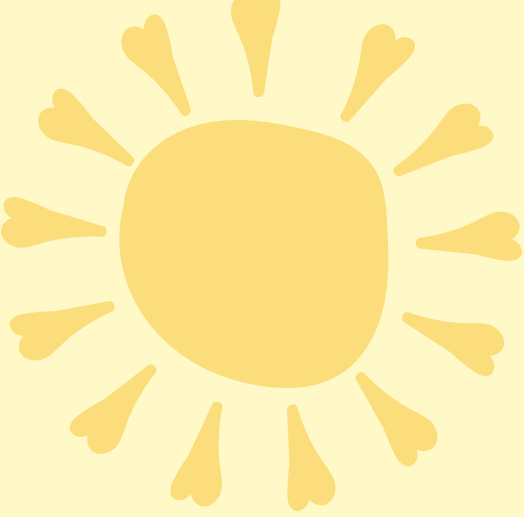
**Chrissy Thomas**, Brookside

**Vanessa Velazquez**, Nursing

**Lacy Wagner**, Nursing

**John Waltersdorff**, Brookside

**Carole Wolt**, Brookside



# Spring Cleaning Giveaway

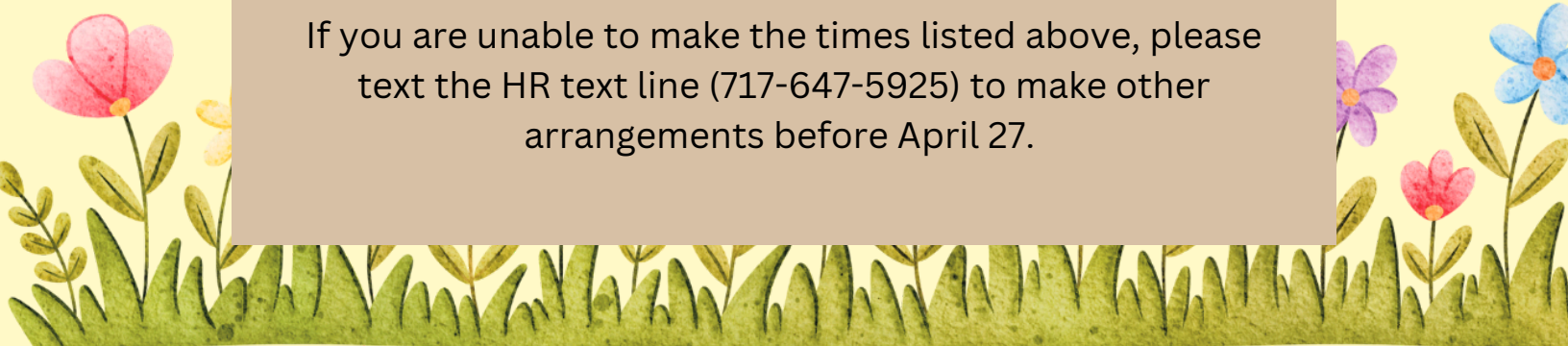


**April 24 and April 27**

Stop by the **Human Resources office**  
on either of the dates listed above  
between **6:15 a.m. - 4:00 p.m.** to receive  
a free bag of spring cleaning items!

All CKV team members are welcome to participate!  
Funded by the Team Member Benevolence Fund

If you are unable to make the times listed above, please  
text the HR text line (717-647-5925) to make other  
arrangements before April 27.





# Need extra cash?

## PTO Cash out time is here!

### Deadline:

Monday, May 11<sup>th</sup>  
at Noon

(Late forms will not be accepted).

### Payment Date:

Friday, May 29<sup>th</sup>

### 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, \_\_\_\_\_, would like to cash out \_\_\_\_\_ hours of PTO (Paid Time Off). I understand that I must meet the eligibility requirements of the PTO cash out plan. I also understand that hours paid will be at 80% of the value of the full value of PTO hours.

Signature: \_\_\_\_\_ Department: \_\_\_\_\_ Date: \_\_\_\_\_

**Return form by Monday, May 11th via interoffice mail to Teresa Etzler in Payroll.**

**YOUR VOICE  
MATTERS**



**CROSS KEYS VILLAGE**  
The Brethren Home Community

# **TEAM MEMBER COUNCIL NOMINATIONS**

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**April 6- April 27**

## **Purpose:**

The Team Member Council serves as a collaborative forum where team members contribute their insights and experiences to help guide leadership decisions.

**Do you know someone who would be a great fit for the Team Member Council?**

**Someone you trust to be a voice for Team Members?**

**Nominate them today!**



Scan the QR Code

Or **bit.ly/4bCTskA** Or Visit  
Type the  
into a browser Intranet

If you have any questions, or would prefer a paper nomination form, please contact Katie Hollabaugh at x5203 or [k.hollabaugh@crosskeysvillage.org](mailto:k.hollabaugh@crosskeysvillage.org).

# Get to Know Your Safety Committee

## What is the Safety Committee?

The Safety Committee is a group of diverse team members committed to identifying hazards, promoting safe work practices, and supporting a culture where everyone looks out for the safety of one another.

## What Does the Safety Committee Do?

- Identify and help address workplace safety concerns
- Review incidents and near misses to prevent future occurrences and injuries
- Promote safety awareness
- Serve as a resource for team members with safety questions or suggestions

## Who is on the Safety Committee?



**Christy Beckner**

Benefits/Risk Manager  
(Chair)



**TBD**

Director of Safety  
(Vice Chair)



**Melanie Storm**

HR- Education



**Chris Wilson**

Life Safety Supervisor



**TBD**

Safety Coordinator



**Ed Sharrah**

Security Services Supervisor



**George Turner**

Executive Director  
Residential Living



**Ashley Shafer**

Village Health



**Sheri Keller**

Healthcare



**Sandy Murray**

Housekeeping



**Audrey Feeser**

Dining Services



**Brooke Baker**

Healthcare

If you notice a potential hazard, have a safety suggestion, or want more information, please reach out to any committee member. Your feedback helps make our workplace safer for everyone.

# Nightingale Awards of Pennsylvania Nursing Scholarships

Applications are now being accepted and will close on May 1, 2026!

The **Nightingale Awards of Pennsylvania (NAP) Scholarship** is a prestigious, merit-based program for Pennsylvania residents pursuing nursing degrees (from LPN to PhD) at approved programs, designed to foster local healthcare leadership. Applicants must show academic achievement (3.0+ GPA) and plan to work in Pennsylvania post-graduation.

## Here's who should apply:

- Pennsylvania residents who plan to work in PA after graduation
- Students enrolled in a PA State Board-Approved Nursing Program
- GPA of 3.0 or higher (first-semester students may submit partial transcripts with current grades)

For more information or to apply, please visit

<https://www.nightingaleawards.org/scholarships.html>

## Spring Traffic Safety Reminder

This time of the year often brings increased vehicles, bicycles, and foot traffic around campus. It's important to remember and to adjust how we drive.



Please follow the posted 15 mph speed limit and obey all stop signs and be cautious and considerate of those walking or working along campus streets and pedestrians in crosswalks.

As part of our campus safety efforts, security will be ramping up speed enforcement efforts. Second only to speed in frequency, and possibly more dangerous, are stop sign violations. We will also begin having one-on-one discussions with those who may believe stop signs are merely a suggestion, not a requirement.

Please do your part to keep us all safe as you travel throughout campus.

**Ed Sharrah**, Security Services Supervisor

# ≡ Welcome ≡

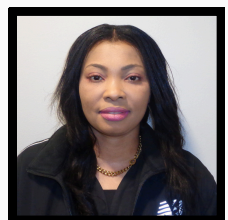
## New and Returning Team Members!



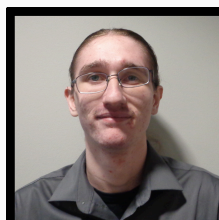
**Jackie Angleberger**  
Memory Support Assistant  
Lifespring



**Evan Neal**  
Groundskeeper  
Grounds



**Lila Bazile**  
Nurse Aide  
Nursing Services



**Ethan Nelson**  
Groundskeeper  
Grounds



**Bethany Delaughter**  
Personal Care Attendant  
Brookside



**Lisa Shipley**  
Dining Services Specialist  
Dining Services  
*Returning CKV Team Member*

## Team Member Services Update

### New Service

We are excited to announce a new service on campus available to team members! **Healing with Acupuncture's** first appointments will be offered on Tuesday, April 21<sup>st</sup>. Starting in May, appointments will be offered twice a month located at Village Health Services in the Healthcare building. Contact Brooke Ingram directly to schedule an appointment at 717-688-5369 or [brooke@healingwithacu.com](mailto:brooke@healingwithacu.com).

### Massage Therapy Update

Rhodes Massage Therapy will no longer be offering services on campus. The good news is that Montana Wright, LMT is still available and happy to continue providing massage therapy services for both Team Members and Villagers.





# CROSS KEYS VILLAGE

## The Brethren Home Community

April 13, 2026

To: All CKV Team Members  
From: Jennifer Holcomb

Re: Change in Cross Keys Village Therapy Services Provider

We would like to share an exciting update regarding our therapy services at Cross Keys Village-The Brethren Home Community.

In the coming months, we will be transitioning from our current provider, Benchmark Therapy, to our new therapy partner, Symbria.

We are pleased to welcome Symbria, a nationally recognized organization that specializes in serving senior living communities. Symbria is widely respected for delivering high-quality, outcomes-driven therapy services across the Midwest and East Coast, with a strong focus on helping individuals maintain independence, mobility, and overall well-being. Their innovative, person-centered approach emphasizes not only recovery, but also prevention, strength, and long-term vitality.

Many organizations within the Anabaptist Providers Group (APG) have already partnered with Symbria, reflecting a high level of trust and confidence in their clinical expertise, collaborative approach, and consistent results.

This transition represents an important step forward as we continue to invest in our strategic pillar of Vitality and Wellbeing. By partnering with Symbria, we are enhancing our ability to support residents in aging in their preferred place while ensuring access to comprehensive, coordinated, and forward-thinking therapy services across all levels of living.

Their team also brings added strengths in clinical programming, care coordination, and proactive wellness initiatives designed to help residents stay active, engaged, and independent for as long as possible.

We are committed to ensuring a smooth and seamless transition, with a strong focus on continuity of care, clear communication, and a positive experience for residents, families, and team members and we are confident this partnership will bring new energy, expertise, and opportunity to our community.

If you have any questions or would like to learn more about Symbria and what this means for you or your loved one, please do not hesitate to reach out.

Jennifer Holcomb M.S., MBA, NHA, PCHA, CDP, CDCM, CADDCT  
Chief Clinical Integration Officer  
717-624-5235  
[j.holcomb@crosskeysvillage.org](mailto:j.holcomb@crosskeysvillage.org)

VILLAGE HEALTH SERVICES

**Service Providers**  
for Team Members

**Healing with Acupuncture (Rooms 2661 & 2663) 717-688-5369**  
Schedule appointments via email at [brooke@healingwithacu.com](mailto:brooke@healingwithacu.com)  
Brooke Ingram, RN, LAc..... Tuesdays

**Luméra Aesthetics Facials, Waxing, Injectables**  
<https://mysite.vagaro.com/lumeraaesthetics/book-now>  
Eric Flickinger, PA-C (Room 2646) 717-521-8261  
Gracie Brakefield, L.E. (Room 2667) 717-965-1651

**Montana Wright Massage Therapy (Room 2661) 717-398-1933**  
Montana Wright, LMT Wednesdays, 12:30 - 5:00 pm

Subject to change without notice. Contact individual providers to schedule appointments unless otherwise noted. Payment is due to each provider at the time of service. Gratuity is not included in the listed price.

**Village Health Services**  
**717-624-5256**



**CROSS KEYS VILLAGE**  
The Brethren Home Community



# Current Openings

## Healthcare Center

- Activities Leader (On call)
- Campus Driver
- Campus Security
- CNA
- Dining Services Specialist
- Housekeeping and Laundry Assistant
- LPN
- NA Classes
- RN
- RN Coordinator
- RN Supervisor
- Scheduling Assistant (Part-time)

## Residential Living

- Dining Services Supervisor
- Housekeeper
- Line Cook
- Server
- Village Health Navigator

## Personal Care

- LPN Coordinator
- Personal Care Attendant/CNA/Med Tech

## Brookside

- Activities Leader
- Homemaker
- LPN Coordinator
- Personal Care Attendant/CNA/Med Tech

## Ancillary Departments

- Director of Development
- Director of Safety and Security
- Seasonal Groundskeeper

## Lifespring

- Lifespring Attendant (On-call)
- Lifespring Engagement Specialist (On-call)