

# MENNONITE VILLAGE EMPLOYEE NEWSLETTER

July 17th, 2020

## **POLICY SPOTLIGHT**

HR 500.09  
Employees Working for  
Residents

Employees are not to be employed by residents on their off hours (also known as “moonlighting”), if it is a service Mennonite Village provides (examples: services provided by IHC, Grounds, and Maintenance). If work is performed for a resident/client, no equipment or supplies of Mennonite Village may be borrowed or used.

Check out the entire policy on PowerDMS or out under the employee portal.



**MENNONITE  
VILLAGE**

## **JOTTINGS FROM HR.....**



### **KEEPING YOUR SPIRIT HEALTHY**

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 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. 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. Settings clear boundaries helps minimize misunderstandings between friends, family and coworkers.

**Managing 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.

**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.

**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.

For more information visit: **MyRBH.com – Personal Advantage**



Cliff Mars, CFO

Contact Us

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[www.mennonitevillage.org](http://www.mennonitevillage.org)

# COFFEE



# makes me HAPPY

## COFFEE HAPPY HOUR

Any Size/Any Flavor of  
Coffee & Tea  
(energy drinks excluded)

**\$2.00**

Monday – Friday  
2:30 pm – 3:30 pm  
Now until July 31<sup>st</sup>

Delivery is Available

Ashwood II 541-704-4260 or ext. 432

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*“Be the change you wish to see in the world”*  
Mahatma Gandhi

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## BACK TO SCHOOL????

The school year may look different this fall but we know there will still be many unknown expenses and fees. We have ordered Fred Meyer gift cards that should arrive early next week. Once available we will put a message out for employees to complete a request form and submit to HR or your department supervisor. We will then process the request and get cards sent back to your department so you may pick them up. This is for employees who have children attending school this fall grades K-12.

### MANDATORY TESTING

There has been a lot of talk about the requirements for long-term care facilities to test all employees for Covid every month. We are working with the county to do a baseline test for all employees and then Mennonite Village will be working out procedures on how to continue to test employees each month. I know people will have questions and concerns but I need to remind each of us that we made a choice to work in an industry that cares for seniors and they are still the most vulnerable population for the fatal effects of this virus. This is not a Mennonite Village decision but a mandate from the Federal government that each state comes up with a plan for testing all LTC workers continuously. Things are constantly changing and no one knows if this will change or how long we will be required to participate in testing. Please stay positive until we know more and trust our goal is to keep you and our residents safe.



**STOP CORONAVIRUS**