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WE STRIVE TO
PUSH THE
BOUNDARIES OF
INNOVATION

FREE Childcare Coming in 2019!

On September 14th, we sent a company-wide email announcing exciting changes. Here they are again!



First, as we strive to push the boundaries of innovation, we are proud to announce that we are rolling out a **FREE CHILDCARE** service. Our goal is to commence this service at the beginning of 2019. Our first pilot will be a MDH-licensed location in St Paul, serving up to 60 children. We are able to care for children 16 months

and older. If you enroll a child, you will be required to volunteer 4 hours per week, per child at the center. The hours of operation will

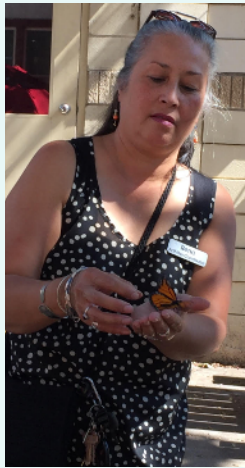
be Monday - Friday, 8 am - 6 pm. If interested in this exciting opportunity, please email Alejandra at AlejandraE@BridgesMN.com.

Second, as we continue to build a business established on KRAs (Key Result Areas), we are happy to announce that we will be giving bi-annual bonuses to Residential Supervisors based specifically on KRA achievement.

Third, we will be increasing the wages for weekend day positions (typically our 8am-8pm and 9am-9pm shifts) by \$1 per hour.

Finally, we will be increasing the wages of ILS Practitioners to \$15/hour.

We hope you see these changes as a true investment in **YOU**. The Bridges Family is grateful to have such incredible team members!



Resident News

Aldrich Butterfly Release

This is the second season the women of the Aldrich location have raised and released Monarch butterflies. Last year a few residents actually attended a class educating folks on how to raise Monarchs, and they were able to put that knowledge to work again this year.

The women raised about 25 this year. Seven of them were released at the Monarch Festival. Some Monarchs were "tagged", so they can be tracked next spring. Another five butterflies were released from Aldrich on September 11th with a healing prayer.

It has been a wonderful experience watching the caterpillars transform into chrysalis and then Monarchs. The Aldrich women plan to continue on this new tradition with more releases next year.

Submitted by Jan Reno



BIGGEST HIT OF THE DAY: "DUNK TANK"

St. Cloud Carnival

The St. Cloud team threw a carnival this August, bringing together the residents for a day of fun and games. Bridges residents were involved in the planning by picking the theme of the party, making signs, decorating, and creating games. The Kimball police department brought and demoed a drone, and the fire department brought and gave tours of a firetruck. The biggest hit of the day may have been the "dunk tank" where employees and residents had a chance to dunk management into freezing cold water! Other major highlights included impressive karaoke by several residents and face painting courtesy of Jen Cadwell-Parker. Overall, the event was a wonderful time that gave employees and residents a carefree chance to create new relationships.



Submitted by Felicia Garcia, Residential Supervisor

Resident News Cont.

Picnic to Celebrate Success

In August, Bridges held our first annual "Celebrating Success" picnic to honor the achievements of all those who have worked hard this year on setting goals and reaching toward greatness. The picnic was held at Lake Phalen and perfect weather allowed everyone to enjoy the games, the face painting, the one page profile station, and the delicious food. Top achievers for the year were recognized, promoting more fun, inspiration and competition. Thanks to all of those volunteers who helped set up, clean up and serve. Together we make a wonderful team.

Congratulations again to everyone on moving forward towards your dreams!



Submitted by
Joanna Varriano,
Community Living
Director

Team Member News

On June 7th, we had 150 employees and guests attend our annual Employee Appreciation Event in the North Loop of Minneapolis. Thank you to everyone who participated. We had great feedback regarding the event. To view pictures, log on to Facebook and find the "2018 Employee Appreciation" album. We also gave out 18 prizes. The winners' list is below:

Gift Cards:

- Sultan Digale
- Jeffrey Westman
- Hajiha Abdishikur
- Cory Mogren
- Ioannis Bacourous
- Travis Soine
- Zokuwon Luogon
- Oluwasean Pearce

PTO:

- James Holt
- Jessica Hellmer
- Shevon Jones
- Bobby Anderson
- Joseph Butler
- Sarah Perry
- Ugbad Aden



Amazon Echo, 2nd Generation:

- Amina Ahmed
- Kreisler Cadet

Beats by Dr. Dre - Beats Studio3: Tombari Naador

Free Domestic Flight: Phillip McNeal

Congratulations to all of the winners. A small change going forward is that an employee will either have to be present or be working a shift to be eligible to win.



Your Bridges identity cards are coming!

We will be distributing identity cards to each employee in the next few weeks. The cards will have your title and Key Result Areas (KRAs) on the card. You will be expected to carry this card with you during your shift. It is the size of a credit card, so it can easily be put in your wallet, purse or other pack. In the event you find yourself in the middle of a behavioral incident, the card will be helpful to show law enforcement, security, and/or other responding parties. The cards will also list your specific KRAs on the back for reference, which brings us to our next section...



KRAs, KRAs, KRAs!!

**IF YOU HAVE A
DESIRE TO CLIMB
THE LADDER,
MASTERING YOUR
KRAS IS STEP 1!**

What are KRAs? KRA stands for Key Result Area. These are the areas of your role that you should keep top of mind. It is easy for all of us to get distracted during the day-to-day juggling of tasks. It is the KRA list that reminds and guides each of us to strive for important job tasks.

Why do KRAs matter to our mission? We use these

measurable goals as the foundation of our business. If we reach our KRAs, it means we are providing the best service possible.

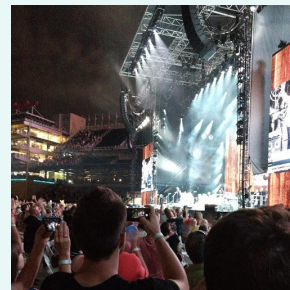
Why should KRAs matter to employees? An important reason employees stick around for the long run is professional development and opportunity for advancement. With aggressive growth, opportunities for promotions naturally arise. As we consider whom to promote within the organization, KRAs take away personal biases. We use that objective data to guide us in making decisions. Instead of promoting someone because we think they would be good at the next level, KRAs inform us of who we need to promote. If you have a desire to climb the ladder, mastering your KRAs is step 1!

SHARING SUCCESSES

Angie's 25th Work Anniversary

Angie Kurkoski has been with Sur La Rue (which was acquired by Bridges MN) for 25 years as of March 29th, 2018. Angie has spent the majority of that time managing our Laurie Road house, and in early 2018 became our first time "Rumi Connector," working to make sure caregivers and individuals interested in the Rumi program are matching successfully.

Angie is exactly the type of employee Bridges is proud to have on the team. She shows up every day knowing she is making a difference for a larger cause. We could not be more grateful to have her. To show our gratitude and congratulate her on this milestone, we gifted her and her husband a weekend stay at the W Hotel, dinner at the Capital Grille, breakfast at the Hen House and field tickets to the Eagles and Jimmy Buffet at Target Field.



**CONGRATS
TO ANGIE!!**

Flu Season is Upon Us

Hello all,

Friendly reminder that Flu Season is coming up and to encourage your client's to get a flu vaccination this year. For those clients who have a guardian, please make sure you are checking to ensure they are fine with the client receiving the vaccination. If your client is their own guardian, make sure you are asking them if they want one and helping them set up an appointment to receive one. Most insurance companies cover the flu vaccine.

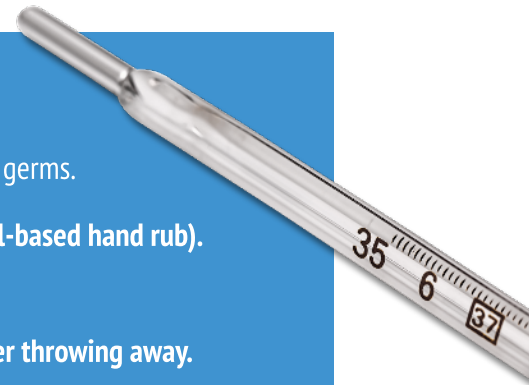
Also, as a direct support to your clients, make sure you protect yourself and get the flu vaccination this year, if wanted. There are many different options of vaccinations for those who simply do not like the "shot." For more information, please visit <https://www.cdc.gov/flu/about/index.html>



STOP THE SPREAD OF GERMS

Please make sure you are being proactive and taking preventive steps to stop the spread of germs.

- Proper hand hygiene- make sure to use soap and water (if not available, use an alcohol-based hand rub).
- Clean and disinfect surfaces and objects such as doorknobs and light switches.
- Cover nose and mouth with a tissue when you cough and sneeze. Wash your hands after throwing away.
- Try to avoid close contact with people who are sick.
- If sick, limit contact with others as much as possible.
- If you are sick with flu-like symptoms, CDC recommends that you stay at home for at least 24 hours after your fever is gone.



Why should people get vaccinated against the flu?

Influenza is a potentially serious disease that can lead to hospitalization and sometimes even death. Every flu season is different, and influenza infection can affect people differently, but millions of people get the flu every year, hundreds of thousands of people are hospitalized and thousands or tens of thousands of people die from flu-related causes every year. An annual seasonal flu vaccine is the best way to help protect against flu.

How is the Flu Spread? (person to person)

People with flu can spread it to others up to about 6 feet away. Most experts think that flu viruses spread mainly by droplets made when people with flu cough, sneeze or talk. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs. Less often, a person might get flu by touching a surface or object that has flu virus on it and then touching their own mouth, nose, or possibly their eyes.

-Submitted by Ashley Humphrey, Nursing Director

Introducing When I Work®

By now, you have probably heard of When I Work (WIW) or already be registered to use the system. This convenient and easy to use tool is designed to make logging your time easy, fast and accurate! WIW can also calculate down to the minute based on your clock in and out. It leaves less room for errors, so you get paid for the exact time that you work.

In addition to timekeeping accuracy, it has the ability to notify you of open shifts. You can see all the open shifts for as many sites at which you are cross-trained! Woo-hoo! You will also be able to request time off and create availability/unavailability right from your phone. WIW will also be very helpful with team communication as you can send and receive notifications and messages with your supervisor and co-workers for your primary site's group chat. How is that for convenience?

This will also make submitting your timesheets an easy task for supervisors, and he or she can automatically review and approve timesheets electronically. For general questions please talk to your Supervisor. If you aren't already registered, please contact Donna right away to be a part of WIW! She can be reached at 651-348-9825.

-Submitted by Donna Vang, Recruiter/Staffing Coordinator



Preparing for Winter!

Each fall, Bridges will have the facility furnaces serviced for the upcoming winter. Property Management will schedule each of these and be in contact with Residential Supervisors so they are aware when our contractors will be visiting the facilities.

As a reminder, Residential Supervisors should be making sure to replace furnace filters on the 1st of each month. This ensure proper functioning of furnaces.

If you have any questions about purchasing and changing furnace filters please email Brent Holck at brenth@bridgesmn.com

-Submitted by Brent Holck, Property Manager

WE ARE SHOCKED THAT IT'S ALREADY THAT TIME

LAST WORDS

Again, we can't thank you enough for being part of the Bridges family and for all of your hard work!

If you have something you would like to submit to the newsletter, please email Bach Parker at BachP@BridgesMN.com



Connecting Opportunity with Independence

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