



A note from Gil Fonger, President & CEO—

Employee Appreciation Dinner - *Cancelled*

Unfortunately, due to the various COVID restrictions from IDPH and OSHA that we must continue to follow, and after MUCH deliberation with Human Resources and Compliance staff, as well as our attorneys, I have decided to cancel this year's event. It did not make any difference whether the event was held on-site, off-site or even outdoors there would be masking and social distancing requirements which would have not only hurt attendance but the overall social atmosphere of the event. **Please stay tuned for an announcement on how we will celebrate the Claire Haverkamp Commemorative Award nominees, the winner and all staff.**

July 29, 2021

What guides you?

Have you ever asked yourself that question? It's important because ultimately it influences your behaviors:
 the mathematician has the value of Pi
 the navigator has the North Star
 the carpenter has the plumb line

...so what guides us at **Marklund**?

Our **Mission** is: **Making everyday life possible for individuals with profound disabilities.** This is the **Promise** we make to every resident, student and community client we serve.

Our **Vision** is: **A happy, safe, purpose-filled life for every individual with intellectual and developmental disabilities.** We cannot fulfill this vision alone and will enlist the support of partners with a similar vision.

Our **Guiding Values** are **A-C-T**

Attitude / **A**ccountability
Compassion / **C**reativity
Teamwork

This is how we behave as individuals and as an organization. As I have considered the way you have heroically responded to the COVID-19 pandemic, it is clear that you truly live out these values. Despite the many uncertainties that you have had to navigate, you have risen to the challenge.

Finally, our **Guiding Principles**:

We will have a **Person-Centered Focus.**
 We will value **Diversity** and strive to be an **Employer of Choice.**
 We will conduct business in a way that is **Transparent** and with **Integrity.**
 We are **Committed to Excellence** in all we do.
 We will be **Responsible Stewards** of our resources.
 We will encourage **Supported Independence** for those we serve.
 We will develop **Relationships** and **Partnerships** in the Community.

These are the ideas that guide us in our strategy as well as our day-to-day interactions.

I will be working with our Board of Directors next month to finalize the **Marklund 2030** strategic plan. I look forward to sharing it with you and getting your thoughts on how we continue to move forward over the next nine years.

It is a privilege for me to work with such a gifted, hardworking and mission-driven staff.
 Thank you for all that you do...everyday.

God bless you!



Gil

LEADERSHIP DEVELOPMENT



Latest participants were:

Anna Mersereau, Adam Schulz, Alexa Demetriou, Joyce Ogun, Lara Rufenacht, Amanda Lombardo, Talia Benware, Jeannine Zupo, Bobby Hilsabeck, Maria Gonzalez, Lisa Cress, Stephanie Dellegrazie.

Congratulations to this group of staff and supervisors for completing the Leadership Training course at Marklund Day School—Geneva. Great Job!

REFER A FRIEND — AND BE REWARDED —

At Marklund, we are always looking to grow our teams with talented people, just like you!

Refer qualified candidates and as a “thank you,” we will offer you \$2,500 per full-time hire.

Here are some specifics about the program:

\$2,500 Employee Referral Bonus		
You are paid the following if you referred:		After your applicant completes:
Full-time (.8+ FTE)	Part-time (.5-.7 FTE)	
\$500	\$125	3 months of regular employment
\$500	\$250	6 months of regular employment
\$500	\$0	9 months of regular employment
\$1,000	\$125	12 months of regular employment

For more information about the Employee Referral Bonus Program, please contact Adam Rusthoven,

Talent Acquisition Manager, at 630-593-5475 or arusthoven@marklund.org

Thank you in advance for your referrals!

It is important to remind the person that you referred to be sure to **include your FIRST and LAST name** on the job application in order for YOU to receive credit for the referral.

Did You Know?

Development Department offices are located in the Foglia Education Center building at MDS-Geneva. The offices moved there from inside the Admin Wing of the Hyde Center last summer once the new building opened.

Located on the Second Floor, the Development Dept. area includes offices for

- Heather Graves, Chief Development Officer
- Jeannine Zupo, Signature Events Director
- Vicki Watts, Director of Corporate and Foundation Relations
- Stephanie Myers, Individual Giving Manager
- Mike Jones, Development Coordinator
- Natalie Sarby, Community Events Manager
- Niesa Patton, Annual Fund Manager





New Process: 2 Options for making suggestions –

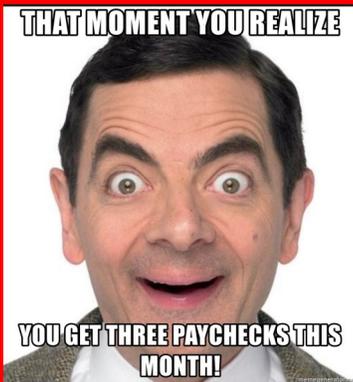
#1 – PRINTED FORM: No name required! We updated the suggestion form that employees can fill out, and are no longer asking for a name—but you may include it if you still want to.

Also, no need to worry about handwriting being recognized. We will not include a photo of the form in *Connections*. The forms will be collected from the Culture Boxes by Mary Kobbeman or Dawn Lassiter-Brueske, and we will type up the suggestions for the newsletter. No one else will see the actual forms.

#2 – DIGITAL FORM: YOU can type your suggestion using a form-fillable PDF. It is located on the **Common Drive > HR Forms**, and named **“Suggest Form Digital PDF.”** Just type your suggestion right onto the form, save it on **YOUR** computer, and print it, then drop that into the Culture Box. (Don’t email it if you want to be anonymous 😊)

We want to hear your suggestions and want you to feel comfortable about making them.

The Magical Third Paycheck



Friendly Reminder –

The **July 29, 2021** paycheck is the third check this month which means benefit deductions are not taken out (except for 403b contributions and UNUM premiums). The next time we will see this occur again is in December on the **Dec. 30, 2021** paycheck. Any questions regarding your benefit deductions?

Please contact Brittany Colyer at bcolyer@marklund.org.

EAP
you talk, we listen.
Call: 888-933-1327
for **FREE** services.

Marklund Employee Profile:

Learn more about Marklund longtime staff and those who have changed jobs within their career at Marklund.



VICKI KRSTOF—WATTS

Director of Corporate and Foundation Relations

History: Starting in the early '90s Vicki found her way to Marklund as a volunteer thanks to her Mother, a teacher at the Marklund Children's Home in Bloomingdale. At 12 years old she felt the “calling” and knew this field is where she belonged. As soon as she could, she got her first job at Marklund in '99 working as a receptionist at the front desk. She moved through different positions throughout Marklund, even taking a three-year leave to see if the grass was greener somewhere else. She is happy to tell you — it is NOT. Marklund standard of care, her fellow staff, each resident's family, and the incredible guys and gals we serve guided her right back to working with the donor services program. And the rest is, as they say, history.

Today: Vicki is the Director of Corporate and Foundation Relations. In a nutshell, she raises money for Marklund. The nuts and bolts of it – she asks foundations, corporations, and sometimes even the government for money – but that usually requires first researching what they support and making sure we fit, putting together a written proposal (with lots of assistance from finance, program staff, and HR), all while following a designated format. She uses the client care KPIs to share our successes and challenges. But, at the end of the day, her goal is to connect others to Marklund so they care and want to support what we do.

Message to fellow staff: *“Thank you for making Marklund such a great place to be! Because everyone at Marklund is so committed to the mission, it's easy to share the Marklund story. Believe me – I see it. PSPs making sure a resident's hair is done right (the way the resident wants it done) and nursing treating each individual as an individual. Therapy pushing our clients to the next milestone. Paraprofessionals helping a student climb the stairs in their own time. Teachers helping students learn their way on the Prowise boards. Our finance team making sure the electricity stays on and that our financial future is secure. Our housekeeping team keeping the buildings spotless (especially during the pandemic). HR providing training and looking for the best teammates. Maintenance keeping the AC running on the hottest days. We are all critical pieces of this puzzle – and the story is a GREAT one because of all of us and what we are able to accomplish for our residents.” - Vicki Watts, 2021*



Fisher nuts presents Marklund 5K/1 MILE RUN WALK AND ROLL Geneva 2021



PRICE INCREASES THIS UPCOMING MONDAY, 8/2!

Visit www.marklund.org/5kgeneva

and use code **STAFF2021** to register online or grab a status form located at the front desk of each facility and return it to Community Events Manager, Natalie Sarby.



Don't forget to write or type-in which Geneva Home you would like to support in the "Home Team Cup" competition!

Team Haverkampff, Team VanDerMolen, Team Richard, Team Dreher, Team Tommy, Team Sayers.

The home that receives the most in registration fees and donations will be awarded the trophy and 2021 title! Start recruiting family and friends today by visiting, <https://p2p.onecause.com/rwrgeneva/teams>



Project Pool Transformation Update:

We are getting closer to making a big splash at the Wasmond Center.

Cement is being poured this week!



Employee Procedure for COVID Diagnosis, Symptom Onset, Community Exposure, or Travel

1. If you have tested POSITIVE for COVID (rapid OR PCR test) – You need test documentation

- Notify the person you usually call into IMMEDIATELY (Scheduler, On-call contact, Supervisor, Assistant Principal or Director of Education, etc.)
- You will receive an email with specific information regarding:
 - The requirement for documentation
 - Length of Isolation and return-to-work date
- COVID pay for any regular schedule shifts during the 10-day isolation period if you provide test result documentation.

2. If you are AT WORK and have an onset of any COVID-like Symptoms – You need a PCR test AND a Doctor's Note

- Notify your supervisor and/or staff nurse IMMEDIATELY of symptom onset
- Have a PCR test done by a Marklund nurse BEFORE leaving.
- You will receive an email with specific information regarding:
 - The requirement for a doctor's note
 - Time covered by COVID pay and/or PTO/ESB/Unpaid during your isolation period
 - Your return to work date
- Continue to provide symptom updates and documentation as requested
- COVID pay for any regular schedule shifts until PCR test results come in IF you provide documentation of PCR test/doctor's note within 72 hours, any additional time will be PTO/ESB/Unpaid. No COVID pay if you do not get tested OR do not provide doctor's note within 72 hours.

3. If you are AT HOME and have an onset of any COVID-like Symptoms – You need a PCR test AND a Doctor's Note

- Notify the person you usually call into IMMEDIATELY (Scheduler, On-call contact, Supervisor, Assistant Principal or Director of Education, etc.)
- You will receive an email with specific information regarding:
 - The requirement to schedule a PCR test and a get a doctor's note
 - Time covered by COVID pay and/or PTO/ESB/Unpaid during your isolation period
 - Your return to work
- Continue to provide symptom updates and documentation as requested
- COVID pay for any regular schedule shifts until PCR test results if you provide documentation of PCR test/doctor's note within 72 hours, any additional time will be PTO/ESB/Unpaid. No COVID pay if you do not get tested OR do not provide doctor's note within 72 hours.

4. If you are notified that you were exposed to an individual with COVID while OUTSIDE OF WORK – You need exposure documentation

- Notify the person you usually call into IMMEDIATELY (Scheduler, On-call contact, Supervisor, Assistant Principal or Director of Education, etc.)
- You will receive an email with specific information regarding:
 - The requirement for documentation of your exposure
 - Quarantine requirements for unvaccinated employees
 - Any required testing
- No COVID pay for community exposure – time will be PTO/ESB/unpaid.

5. If you have an approved, scheduled a trip outside of the state of Illinois

- Email Wendy Berk at wberk@marklund.org with travel information as soon as you have scheduled your trip:
 - Unvaccinated employees – ANY travel outside of the state of Illinois
 - Vaccinated employees – International travel
- You will receive an email with specific information regarding:
 - Any quarantine or testing requirements upon return from travel.
 - Any documentation requirements.
 - No COVID pay for travel quarantine – time will be PTO or unpaid.

COVID-Like Symptoms:

- Fever of 100.0°F or more
- New loss of taste or smell
- Chills or shaking with chills
- New or worsening cough
- Shortness of breath or difficulty breathing
- Nausea or vomiting
- Diarrhea
- Muscle or body aches
- Headache
- Fatigue
- Congestion or runny nose
- Sore throat

Steak and Potato Kebabs

One thing that never gets old for dinner is steak and potatoes! Try this new summer way of serving up this delicious dinner classic. The featured tangy spicy sauce is a must have as well, everything is more fun with a good dip!

Ingredients:

- Vegetable oil, for the grill
- 1/2 pound fingerling potatoes, halved lengthwise
- 1 1/2 pounds beef tenderloin, cut into
- 1 1/2- inch cubes
- 2 tablespoons extra-virgin olive oil
- Kosher salt and freshly ground black pepper
- 1 bunch asparagus, cut into 1-to-2-inch pieces
- 1/4 cup ketchup
- 2 tablespoons Dijon mustard
- 2 tablespoons balsamic vinegar
- 1 tablespoon Worcestershire sauce
- 2 teaspoons steak sauce
- Pinch of red pepper flakes



Directions:

1. Preheat a grill to medium high and brush the grates with vegetable oil. Put the potatoes in a microwave-safe bowl, cover and microwave until just tender, about 5 minutes. Toss the beef with the olive oil in a large bowl and season with salt and pepper. Thread the beef, potatoes and asparagus onto eight 10-inch skewers.
2. Combine the ketchup, mustard, vinegar, 2 tablespoons water, the Worcestershire sauce, steak sauce and red pepper flakes in a small bowl. Grill the kebabs, turning occasionally, until marked, about 6 minutes for medium rare. Serve with the sauce.

<https://www.foodnetwork.com/recipes/food-network-kitchen/steak-and-potato-kebabs-3362954>