

February 14, 2025

Keynotes

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



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Important Reminders!

- Team Member Appreciation Day is coming up on Friday, March 7th! Stay tuned for additional details.
- Thank you to the **257** team members who responded to our 2025 Team Member Feedback Survey! We are currently reviewing the feedback and will report back to the team soon on strengths and areas of focus for this next year!

Team Member Spotlight



Nikki Bull

Life Enrichment Specialist
Life Enrichment Team
Team Member since June 2022

What three words best describe your job?

Creative. Supportive. Engaging.

What do you enjoy most about working at CKV?

The CKV Team - how we support and remind each other that our efforts contribute to the well-being and quality of life of the Villagers and Residents. I enjoy it so much that I strongly encouraged my son to start working here!

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

The depth of emotional connection we form with the Villagers. The way to be successful in this role starts with being able to build meaningful relationships, understand each Villager's unique needs and preferences, and often becoming a trusted friend.

What is your favorite quote or motto?

"Be anxious for nothing" - helps to encourage me to focus on the present moment and not be overwhelmed by fears or uncertainties about the future.

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

Newfoundland - specifically Gander, Newfoundland. One of my favorite musicals, Come From Away, is set in this town.

What advice would you give to a new team member?

Every day is a learning opportunity. Reflect on what works well and what doesn't and continuously seek ways to improve.



Shining Star Recognitions

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

Keatyn Bull, Harmony Dining

Emily Eckert, Harmony Dining

Hannah Fletcher, Harmony Dining

Cathy Holmes, Brookside

Jonathan Kiser, Transportation

Danielle Kovacs, Personal Care

Scott Martin, Transportation

Julie Miller, Housekeeping

Ali Neiderer, Brookside

Robin Nixon, Personal Care

Leslie Pope, Harmony Dining

Kimberly Singleton, Brookside

Ida Six, Dining Services

Tina Slothour, Harmony Dining

Kelly Smith, Harmony Dining

Chrissy Thomas, Personal Care

Spencer Wassilewski, Maintenance

Congratulations to **Chrissy Thomas, LPN**, who is the winner of our January prize drawing and received the \$100 reward!

≡ Welcome ≡

Please join us in welcoming our newest team members who began on January 27, 2025.



Barbara Hays
Housekeeper
MPHC



Sid Raczkowski
LPN
Nursing Services



Krys Oliver
Nurse Aide
Nursing Services



Jordan Stough
Nurse Aide
Nursing Services



Jenn Wagner
Resident Assistant
Brookside

Internal Promotions and Updates



Jay Rohrbach has been promoted to **Chief Operating Officer**. In this role, Jay will have oversight and leadership over all functional operations of the campus including Information Technology, Renovations and New Construction (projects), Residential Living, Dining, Maintenance, Housekeeping & Laundry, Salon, Transportation, Security, and Grounds. Congratulations, Jay!



Kelley Mitchell has been promoted to **Chief Administration and People Officer**. In this role, Kelley will be recognized for her talent and expertise overseeing Special Projects, Strategic Initiatives, and Human Resources for our organization. Congratulations, Kelley!



Jennifer Holcomb has been promoted to **Chief Clinical Integration Officer**. In this role, Jenn will have oversight and leadership over all clinical areas on our campus including Cross Keys at Home, Lifespring Day Services, Memory Support, Brookside Memory Care, Personal Care, Healthcare/Skilled Nursing, and services. Congratulations, Jenn!

Internal Promotions and Updates



Ashley Myers has been promoted to **Interim Personal Care Home Administrator**. In this role, Ashley will have oversight of our Personal Care building. Congratulations, Ashley!



Shannon Bentley has been promoted to **Human Resources Director**. In this role, Shannon will have oversight of the daily operations of the Human Resources office. Congratulations, Shannon!



Greg Witters will join the CKV team on Monday, February 10 as **Senior Director of Facilities and Projects**. Greg has over 30 years of Project Management experience in the Senior Living industry, most recently serving at Frederick Living Retirement Community. Welcome, Greg!

2025 Healthy Rewards

Preventative Care Incentive

\$150

Team members must be enrolled in medical insurance and complete an annual wellness exam or screening between 1/1/25 - 11/30/25 to be eligible for this incentive.

Spouses enrolled in our medical plan are also eligible for this incentive and will receive \$50.

Deadline: November 30

Payout: December 19

Wellness Reimbursement

\$120

All team members are eligible for reimbursement for wellness expenses such as gym membership, weight loss programs, and home fitness equipment.

Deadlines:

June 30 and December 31

Payouts:

July 18 and January 16, 2026

Additional opportunities will be shared at a later date!

All forms are available on the
CKV Intranet page under Human Resources.

Scholarship Opportunities

Enrolled in school or thinking about it?

Check out the scholarship opportunities below that could help lower the cost of your education!



LeadingAge PA Professional Development Scholarships

LeadingAge PA is now accepting applications for Professional Development Scholarships! Awards of **up to \$1,200** each will be given to applicants of varying career levels who are pursuing a certification, associate degree, bachelor's, or master's in the field of nursing or other fields. For more information or to apply visit:

leadingagepa.org/scholarships. **Deadline: March 17, 2025**

MHS Association Miller-Erb Nursing Scholarship

Two **\$2,500** undergraduate scholarships are available for eligible students pursuing a Bachelor of Science in Nursing (BSN). For more information or to apply visit: <https://mhs-association.org/grant/miller-erb-nursing-scholarship/>. **Deadline: March 14, 2025**

MHS Association Elmer Ediger Memorial Scholarship

Four eligible students in programs of study in the field of behavioral health or developmental disabilities can be selected to receive a **\$3,000** scholarship. For more information or to apply visit: <https://mhs-association.org/grant/elmer-ediger-memorial-scholarship/>.

Deadline: March 14, 2025



Dental Insurance

CKV dental insurance is now administered through **Lincoln Financial**.

Remember to notify your dental provider of the change in dental insurance vendors for dental services occurring January 1, 2025 forward.

You are encouraged to **create an account** online at www.lincolfinancial.com or download the Lincoln Dental mobile app where you can:

- Access your dental ID card.
- Review current and past claims.
- Search for nearby in-network dentists.

Please note, Lincoln Financial does not print or mail ID cards. Contact Lincoln Financial customer service at 800-423-2765 or reach out to HR if you or your dental provider have any questions.



Keynotes Deadline

The next submission deadline for Keynotes is **Wednesday, February 19th** for the next edition of Keynotes (February 28th). Please email submissions to Katie Hollabaugh, HR Engagement Coordinator.



Current Openings

Mission Point

Health Care Center

- Activities Leader (PRN)
- Campus Security (On-call)
- CNA (Full-time and Part-time)
- Dietary Aide - Dishwasher
- Dining Services Specialist
- LPN
- RN

Mission Point

Personal Care

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

Brookside

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

Harmony Ridge

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

Ancillary Departments

- Beautician (Part-time)
- Human Resources Assistant
- Season Groundskeeper

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.boose@crosskeysvillage.org.



RETIREMENT PLAN REPRESENTATIVE ON SITE



Start shaping your financial future.

Retirement plan representative, Tim Schroyer, will be on site to assist with specific questions regarding your retirement account.



WHEN: Wednesday, February 26th from 9 am – 3pm

WHERE: HR office - training classroom

Not sure where to start? Have you...

- ✓ Updated or designated retirement account beneficiaries
- ✓ Reviewed or updated your investment funds
- ✓ Adjusted or increased your personal contribution
- ✓ Created an online account with Corebridge

To schedule a confidential one-on-one meeting, contact Human Resources:



EMAIL: humanresources@crosskeysvillage.org

TEXT: 717-647-5925

CALL: 717-624-5395

To ensure availability, meeting reservations are strongly encouraged.