



MISSION MEETING

MAY 2023

MISSION STATEMENT

It is our mission that all who enter our Retirement Community feel the love, strength, and blessing of a safe, happy, healthy, Christian home.

VALUES: OUR HOME

Offering High Quality Care

Unified Vision

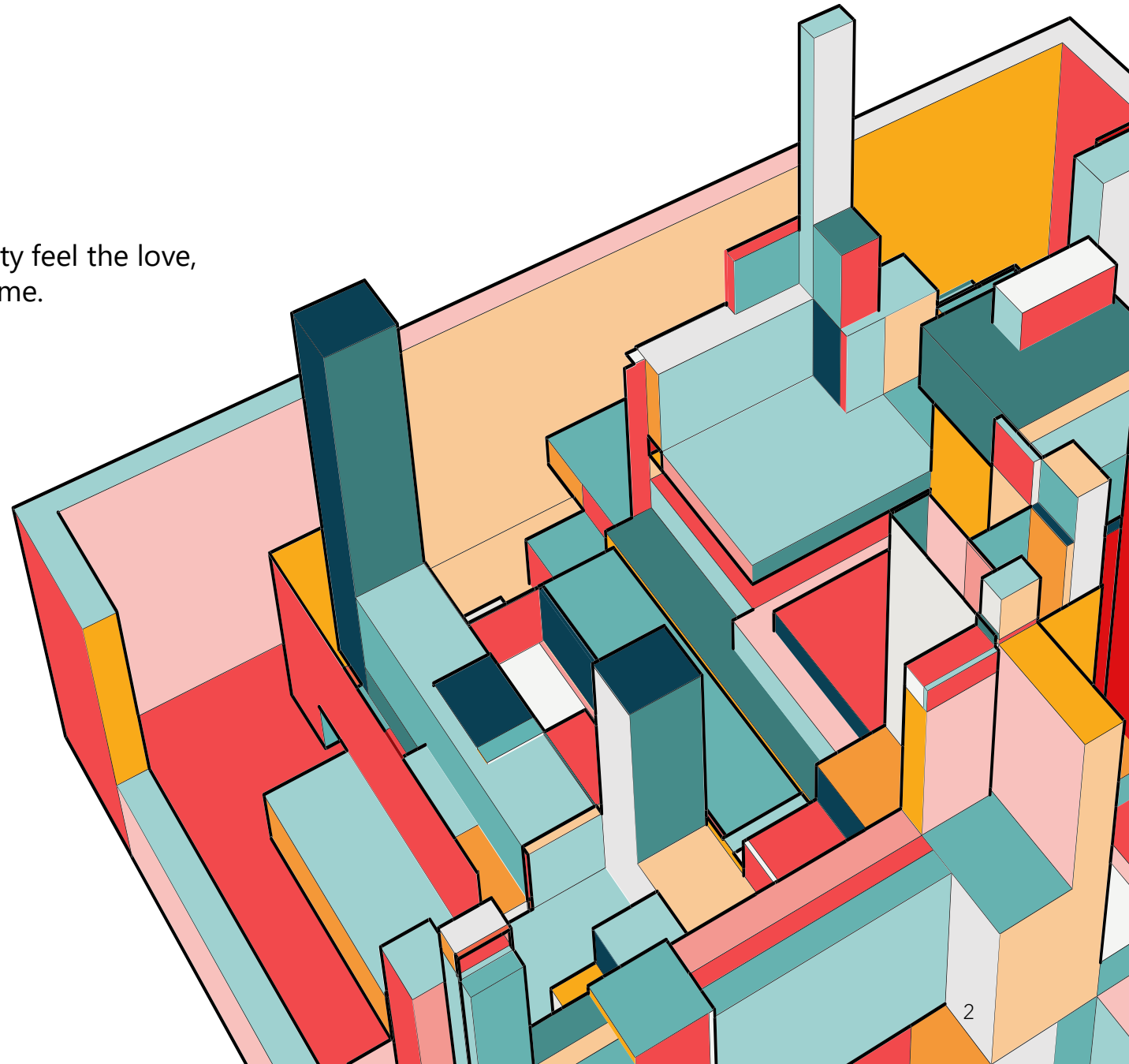
Respect for ALL!

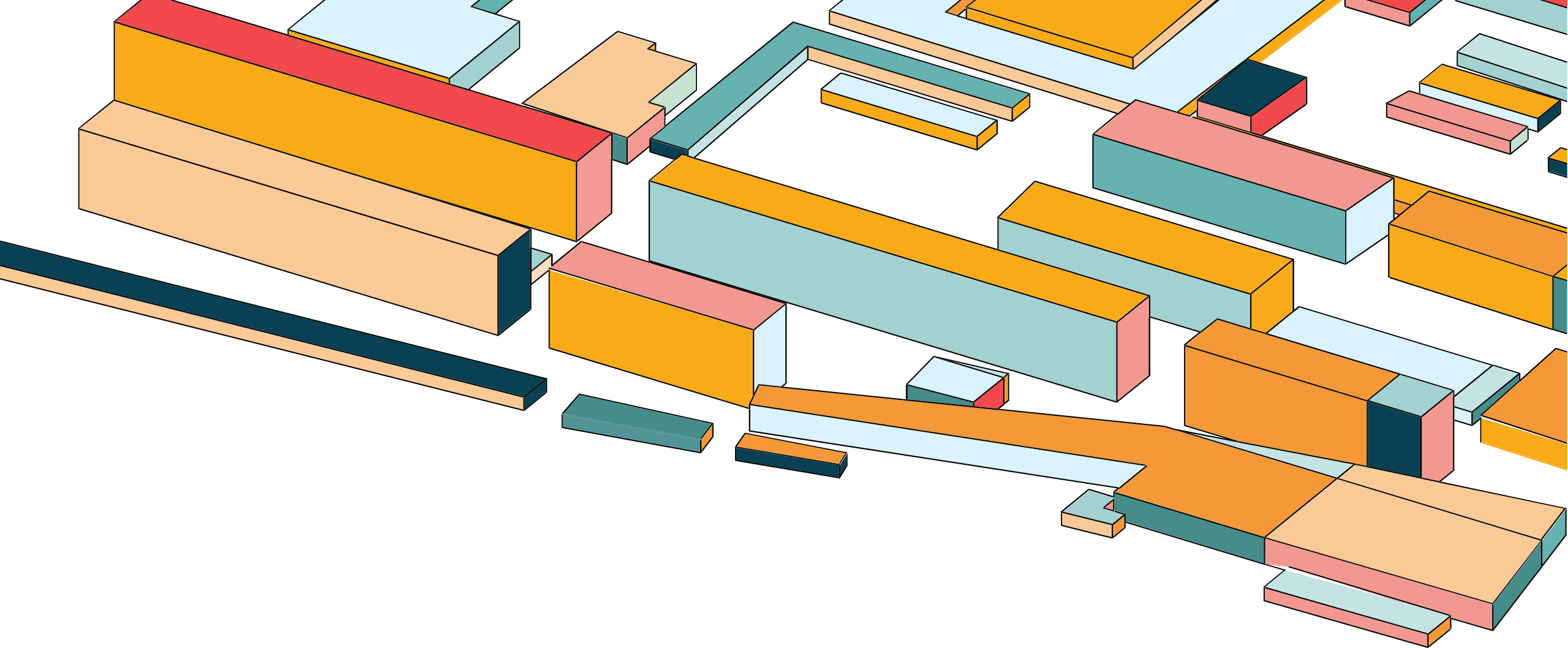
Health and Happiness

Outstanding Teamwork

Meaningful Living

Excellent Service





THE TELEPHONE GAME

RING-A-LING-A-LING



WHAT DID YOU SAY?!

- It only seems to rain when I need to run errands.
- I think Nicholas Cage would have made a great Superman.
- Is my breath really bad, or is it just me?
- Toy Story 3 can make a grown man cry.
- John Travolta should star in Grease 3: The Revival.

GOS·SIP

casual or unconstrained conversation or reports
about other people, typically involving details that are
not confirmed as being true.

<https://www.youtube.com/watch?v=pZrsOmxPQpw>



BE PART OF THE SOLUTION

WHY DO PEOPLE PARTICIPATE IN GOSSIP?

To be accepted by a group or individual. They think it will make someone accept or like them.

A false sense of superiority. People who are insecure about their own shortcomings or failures may feel better knowing others are struggling.

Boredom. When people can't generate exciting discussions based on knowledge or ideas, gossip can arouse an interest.

Anxiety. Anxious people may have a feeling of being out of control and gossiping helps them feel a sense of control.

A sadistic personality. Someone who truly takes pleasure in damaging the reputation of others.

An abstract graphic on the left side of the slide consisting of several 3D rectangular bars of varying heights and colors. The colors include red, teal, orange, and brown. The bars are arranged in a way that suggests a bar chart or a data visualization, with some bars being taller than others and some having different orientations.

BE PART OF THE SOLUTION

BEFORE YOU SPEAK, ASK YOURSELF:

Is it true?

Is it good?

Is it kind?

Is it useful?

Is it necessary?

If the answer is no, silence might be a better option.

STOP THE CYCLE:

- Pick a person you trust and who will support you in your desire to be more conscious of what you say about others.
- Stop yourself before you make an unnecessary remark.
- Be aware of how it makes you feel?
- Just say no to invitations to pick others apart. Try changing the subject or just say "I don't care to participate in this".
- Recognize your "triggers".

EMPLOYEE RESOURCE GROUP GOALS:



Support our
organizational
Mission and Values



Educate and
empower all
employees



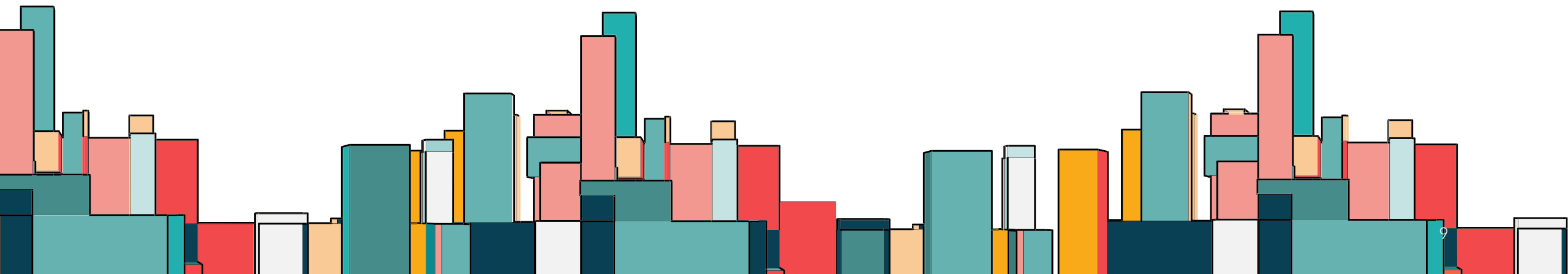
Offer and
implement new
ideas

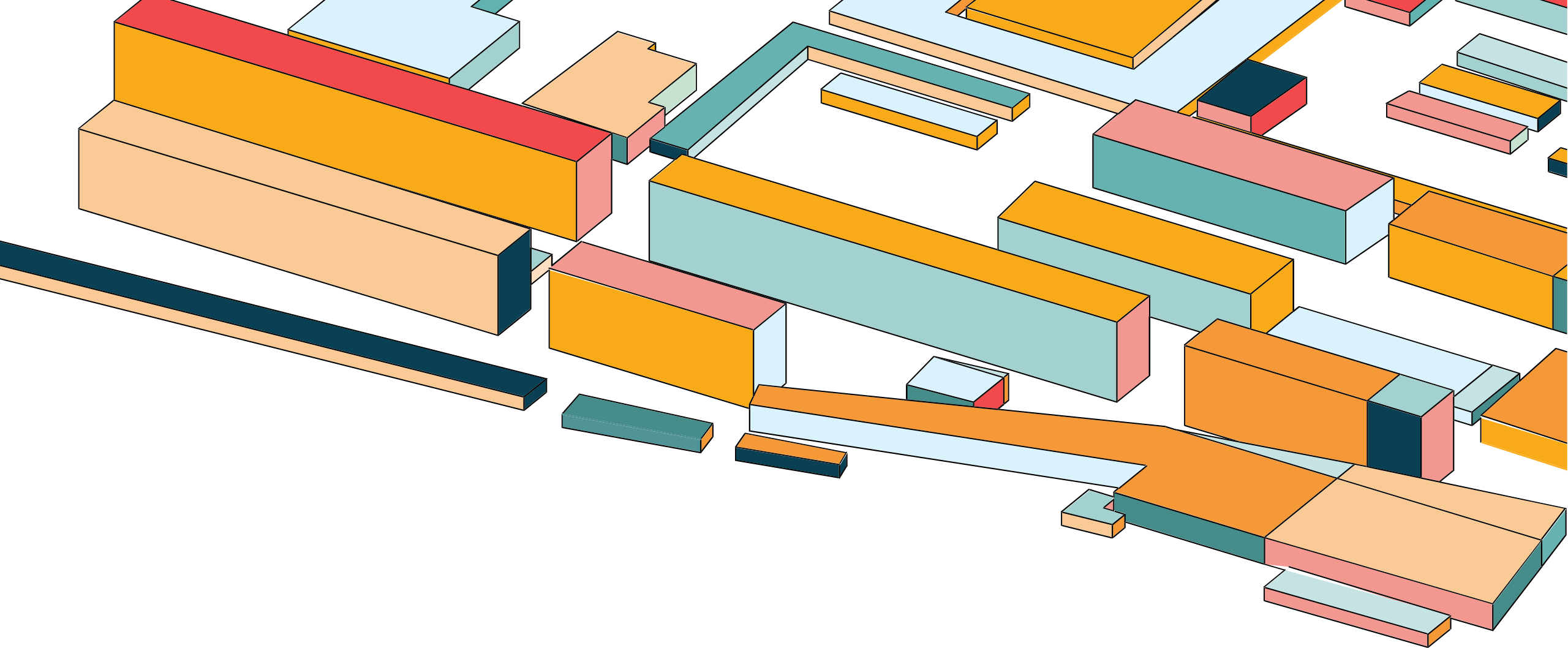
EMPLOYEE RESOURCE GROUP

Rosa Delgado
Michelle Herring
Wayne Wall
Joleela Cooper
Robert DeLucia
Lilian Nerio
Coty Grigsby

Jarrett Thrash
Linda Kimble
Ally Lasater
Jeremy Greco
Captoria King
Regina Owino
Will Collins

Rebecca Johnson
Nicole Lorentino
Jessica Brandt
James Goombi
Nerline Marc
Miranda Bland





ETHICS AND COMPLIANCE

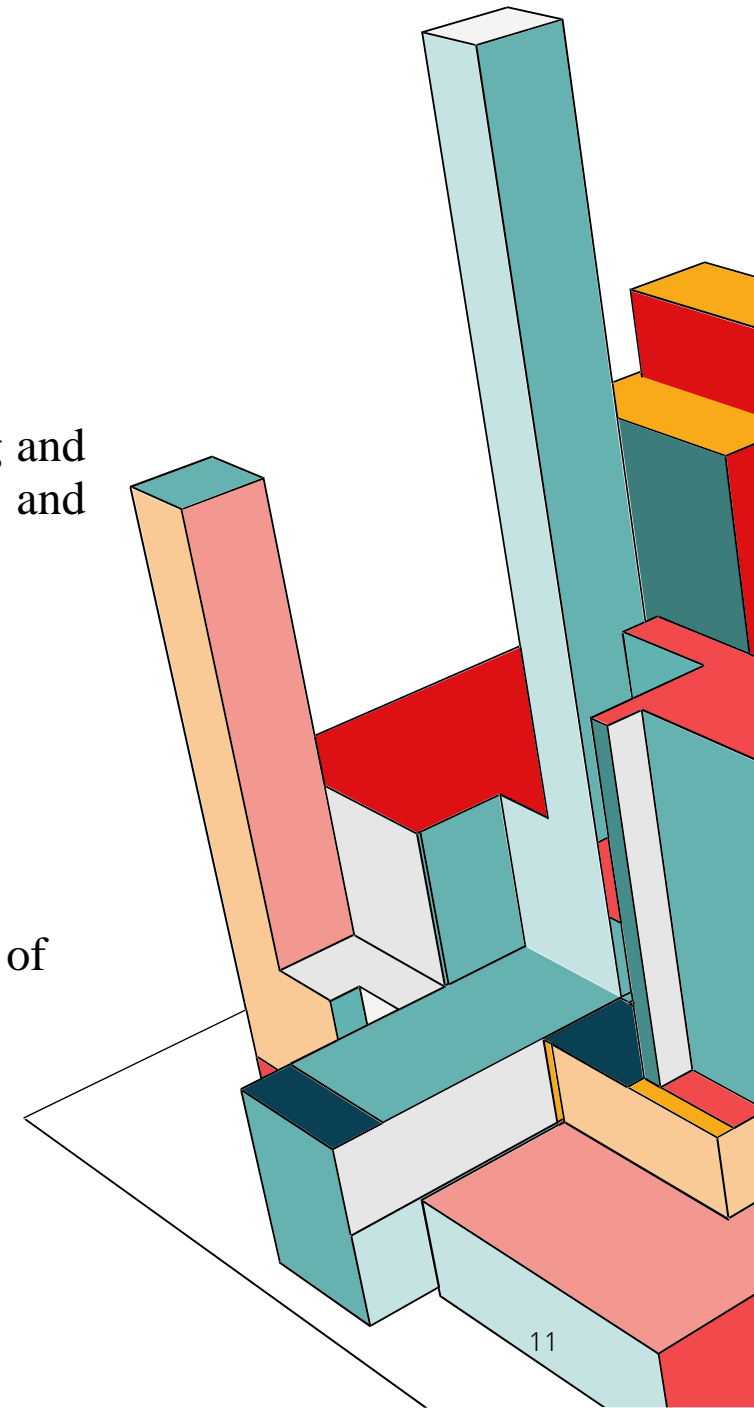
ETHICS AND COMPLIANCE

Committee Responsibilities:

The compliance and ethics committee is responsible for establishing, implementing and overseeing the methods by which information associated with the compliance and ethics program are communicated.

Education and Training:

- responsibilities and expectations regarding compliance, ethics, and quality of care;
- organizational code of conduct;
- policies and procedures associated with the program;
- an explanation of the major health care fraud and abuse laws;
- special emphasis on risk areas for fraud and abuse such as resident abuse, quality of care, protected health information and billing;
- how to report suspected violations; and
- disciplinary protocols.



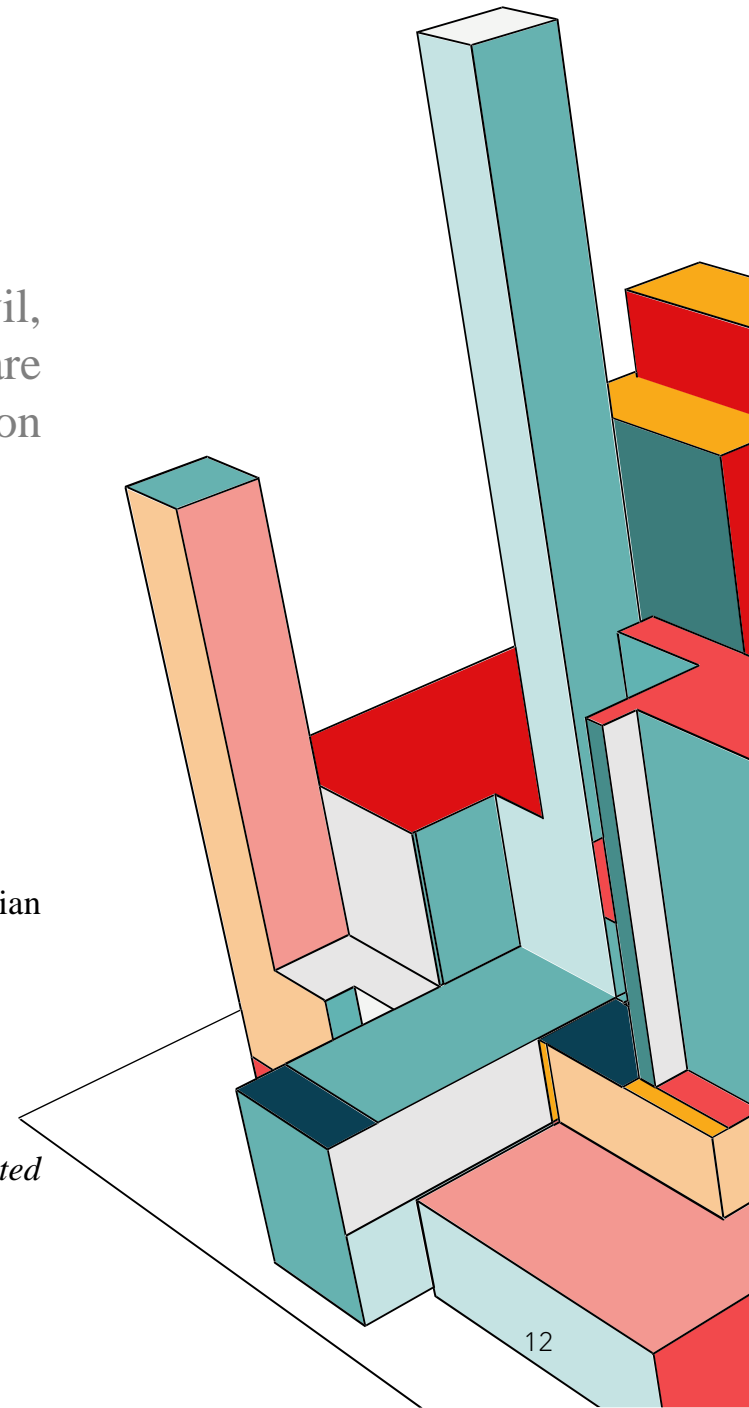
ETHICS AND COMPLIANCE

Employees, contractors and volunteers are encouraged to report suspected civil, criminal or administrative violations to the compliance and ethics committee and are protected from retaliation and retribution. Examples of suspected areas of violation that would require reporting include:

- a. inappropriate billing practices;
- b. failure to provide residents with acceptable quality of care;
- c. staffing levels that do not meet state or federal requirements;
- d. false or misleading documentation;
- e. unauthorized use or disclosure of PHI;
- f. resident abuse or neglect; and
- g. fraudulent activity or improper remuneration, including violations of the Anti-Kickback Statute and Physician Self-Referral (Stark) Law.

Internal and external reporting systems have been established for this purpose and can be accessed anonymously.

All reports of suspected violations are reviewed by the compliance and ethics committee. Investigations are conducted as necessary to address any allegations that are deemed credible. Legal issues may be referred to legal counsel.



ETHICS AND COMPLIANCE

COMPLIANCE OFFICERS:

- RYAN ALSUP, HC ADMINISTRATOR
- JANET CHURCH, INFECTION PREVENTION NURSE

WHAT MUST BE REPORTED?

- COMPLIANCE ISSUES
- FRAUDULENT BEHAVIOR
- ILLEGAL BEHAVIOR

HOW TO REPORT:

- BY MAIL OR DROPBOX ADJACENT TO EMPLOYEE RESTROOMS
- THROUGH THE WEBSITE

CODE OF CONDUCT GOALS:

- ESTABLISH UV'S CULTURE OF COMPLIANCE
- SUMMARIZE AND HELP EMPLOYEES UNDERSTAND SPECIFIC GUIDELINES AND EXPECTATIONS

MILESTONE ANNIVERSARIES

5 YEARS

Mickey Black

10 YEARS

Douglas Allen

**THANKS
FOR ALL
YOU DO!**

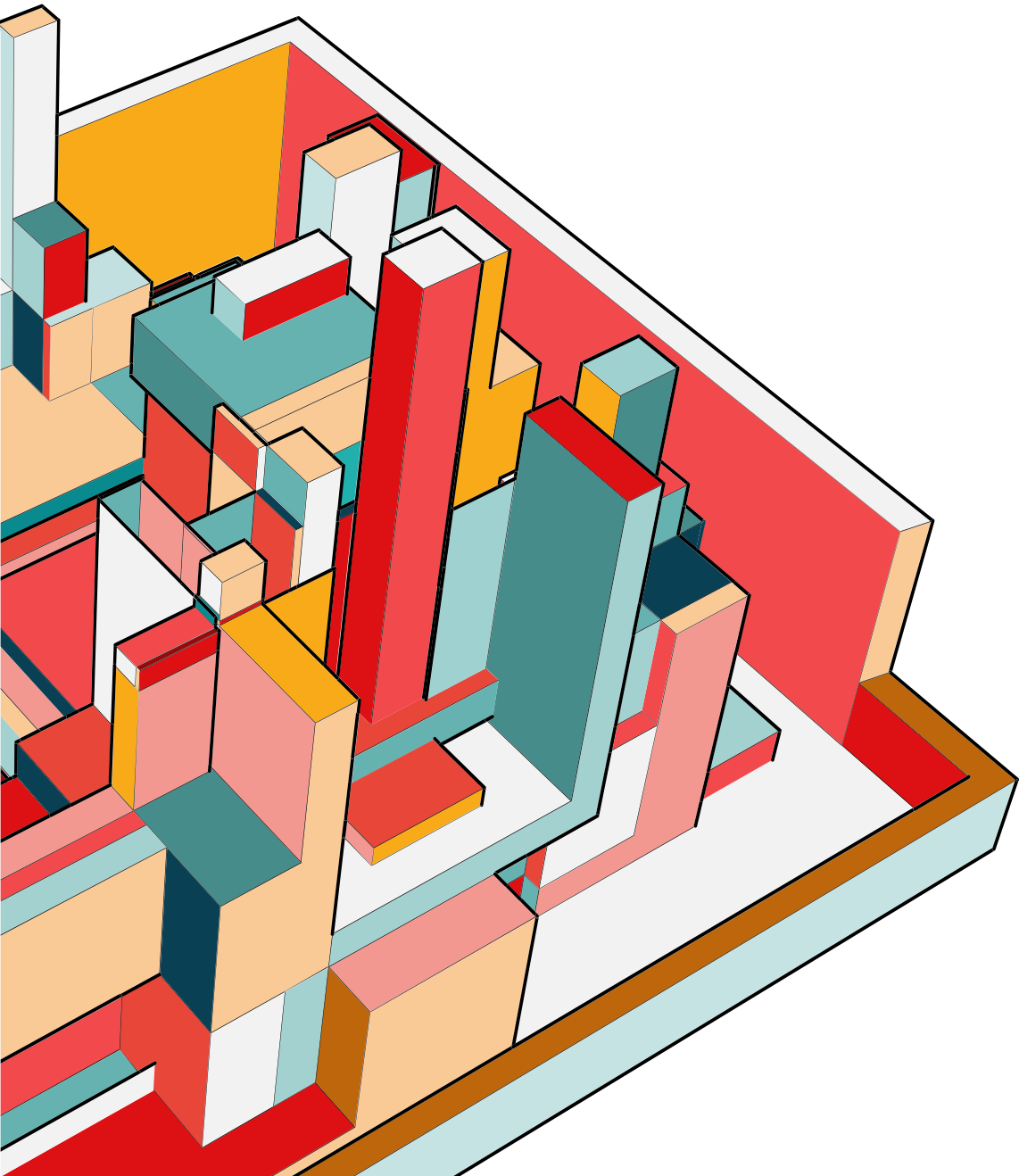
NATIONAL NURSES WEEK: 05/06-12

JOIN US IN THE COURTYARD, FRIDAY 05/12, FOR A COOKOUT CELEBRATING OUR NURSES!

ELIZABETH	BROOKS
CARLY	STEINER
RYAN	ALSUP
SANDRA	WHITESELL
VIVIAN	KIPLAGAT
JOANA	CHIKADZA
ROGERS	TEBUGULWA
TIGEST	KEBEDE
ANGELA	LEITICH
KARLA	MOORMAN
JOSHUA	SEARS

COTY	GRIGSBY
SUNITHA	KARIMPINCHALILGOPALA
ANISSA	REYNOLDS
CHASTITY	TAYLOR
CAPTORIA	KING
SHERYL	SPILLERS
BRITTNEY	ALLEN-NICHOLS
SHEILA	HAMMILL
STACY	RIND
CARI	HENLEY
PAULA	GRAY
CATHERINE	RICE

BARBARA	BARRON
TIFFANY	HUTCH
WINNIE	CHEPTOGOH
SHAMIA	PELTON
NATASHA	HANCIN
KAREN	POWERS
JANET	CHURCH
MARTHA	GEBREYESUS
BISRAT	GEBRETSADIK
REGINA	OWINO
KRYSTAL	ELLIS



**“I DO NOT ALLOW
OTHERS TO INFLUENCE
MY THINKING UNLESS IT
IS POSITIVE AND
UPLIFTING”**

-LOUISE HAY