



Hope Begins Here

Spiritual Life Programming

Vocational Services

Homeless Housing & Employment Support

Intensive Placement Stabilization

Therapeutic Day School

Special Therapies

Residential Treatment

Independent Living

Group Home

Transitional Living

Outpatient Mental Health Center

Pregnant & Parenting Teen In-Home Visiting

Evolution of Cunningham's Wellness Practices

Traditions, Structures, and Routines

- Staff & Kids Celebrating Wellness Together
 - Spirit (Appreciation) Week, Cook-outs, Holiday Meals, Talent Show, Christmas pageant, Live Nativity
- Wellness Fair
- Winter Workshops
- Pat-on-the-Back
- Employee of the Quarter
- Circle of Courage Award & Banquet
- Chaplain



2012 Staff Engagement Survey

- The Problem with Recognition
- 5 year Leadership Training

2018 Love Yourself Wellness Program

- Walking Challenge
- Healthy Treats
- Wellness Wednesday Emails
- Props for Staff to Recognize Each Other








CCH WELLNESS PROGRAM  **love your self!** **3-YEAR STRATEGY**

"YOUR Path to Wellness"

You spoke and we listened! The first year of our Love Yourself Wellness Program was met with much enthusiasm. Based on employee surveys and participation this year, we've developed a 3-Year Strategy for your personal path to wellness. This will continue to include great prizes and raffles, but will also include discounts on premiums for our BCBS members. So, continue participating and keep an eye out for more information to come!



2019-2022

 YEAR 1 FY19	AWARENESS	<p>EXPECTATIONS</p> <ul style="list-style-type: none"> • Annual Preventative Visit with biometric screen • Participation in at least 2 wellness program events • Second preventative visit (dental, vision, flu shot, medical preventative screens) <p>REWARDS</p> <ul style="list-style-type: none"> • BCBS Members – discount on FY20 health insurance premiums • All Employees – participation points = raffle entries
 YEAR 2 FY20	EDUCATION	<p>EXPECTATIONS</p> <ul style="list-style-type: none"> • Same as Year 1, PLUS • Participation in at least 1 wellness education event <u>OR</u> completion of 1 EAP online training <p>REWARDS</p> <ul style="list-style-type: none"> • BCBS Members – discount on FY21 health insurance premiums • All Employees – participation points = raffle entries
 YEAR 3 FY21	ACTION	<p>EXPECTATIONS</p> <ul style="list-style-type: none"> • Same as Years 1 and 2, PLUS • Take action toward a personal wellness goal (smoking, weight loss, case management, BMI, biometrics, etc.) <p>REWARDS</p> <ul style="list-style-type: none"> • BCBS Members – discount on FY22 health insurance premiums • All Employees – participation points = raffle entries

** All programs and requirements will be HIPPA compliant*

Discounts

- Fitness Center
- Verizon
- Car Rentals
- Apartment Rentals
- LifeMart Discount Program



Employee Assistance Benefits

- Counseling
- Financial/Legal Services
- Elder Care Concerns
- e-Learning Health & Wellness Materials



Employee Benefits



Typical benefits

- Free term life insurance and LTD
- Short Term Disability available as well as some accident and gap insurances
- Employer supported health, vision, dental insurance
- Flexible spending account
- 401k Match
- Generous Paid Leave Time and Holidays

Creative benefits

- Special Employee Swim Hours
- Referral Bonus Program
- Serious Illness Days
- Tuition waivers
- Meal tickets to our Cafeteria
- On-Call ½ day personal time





Agency-Wide Versus Program Liberty

Work Schedules HR Policy

Debriefing Procedures

Helping Supervisors Understand How Staff Want/Need
Recognition & Motivation

Importance of Meeting Remote Staff Needs

Challenges of Meeting Shift Staff Needs





hope begins here.