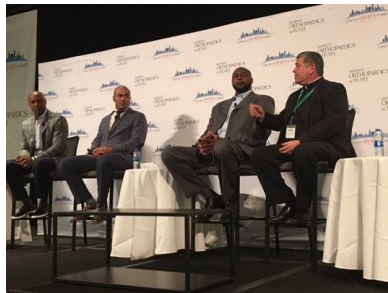




October 5, 2017



Sports Summit Examines Solutions for Youth Violence

As a priest, **Fr. Scott** stood out on Wednesday among a lineup of Chicago sports celebrities that included Bulls “Threepeat” champion Horace Grant, former Blackhawks forward Jamal Mayers, White Sox shortstop

Tim Anderson, and former NFL-running back and current WGN sports commentator Jarrett Payton. But his opening reflections helped set the tone for the panel’s discussion on the issue of youth violence.

“I was thinking on the way over that it’s no coincidence that we gather together today on the feast day of St. Francis of Assisi,” Fr. Scott began, noting how St. Francis had invited each of us to be instruments of God’s peace. Accordingly, the solution to violence “has to begin with us,” Fr. Scott said, through our mentorship of young people and our relationships and partnerships.

The panel on youth violence was part of the 2nd annual Chicago Sports Summit, a half-day conference that brings together sports icons and community leaders to discuss how athletics and after-school activities engage youth in positive behavior.



In exploring some of the root causes behind the issue, Fr. Scott looked to the effects of trauma on young people growing up exposed to violence. He noted how many of the young people who seek help at Mercy Home have lost loved ones or friends to violence and have experienced other traumas, like abuse and neglect. He described how trauma impacts adolescent brain development and how

traumatized youth respond to challenges or confrontations.

“They react.” Fr. Scott said. “And they do so in one of three ways. They’ll freeze in the moment. They’ll flee. Or, they’ll fight. And what we are seeing is fighting. Reactive behavior.”

Fr. Scott stressed the role that trust plays in both the causes of and solutions to youth violence. So many young people have had their trust broken by

adults, which has ramifications on a child's relationships with others and with the world around them. On other side of trust, when we provide children with a safe environment with reliable adults who are consistent and supportive in their interactions, you can witness the change that occurs in the child's outlook. "Bringing healing through trust is terribly important," Fr. Scott said.

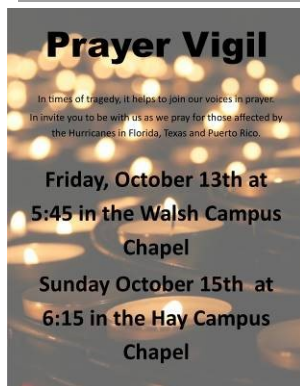
Fr. Scott also urged the audience members to mentor youth to help restore that critical trust, including through volunteer programs like Friends First at Mercy Home.

In addition to their athletic achievements, every panelist was actively involved in philanthropic activity and empowering young people. Payton, who is the son of legendary Bears running back Walter Payton, for example, runs a foundation with his wife Trisha that creates programs to help children and adolescents develop leadership skills. Mayers serves as a community liaison with the Chicago Blackhawks, through which he operates the Get Out And Learn (GOAL) program that introduces hockey to underprivileged youth in local Chicago neighborhoods. He visited Mercy Home with the program in the past. Grant is a special advisor to Bulls President & COO Michael Reinsdorf, and represents the NBA both internationally and at local community events for the team.

Anderson was joined on stage by his wife Bria, who told the crowd how they dealt with their grief after losing a friend through gun violence just last May. The Anderson's created a mentorship program in partnership with Youth Guidance's Becoming a Man that is focused on youth violence prevention.

The panel was moderated by Chicago Tribune sports columnist David Haugh.

Thank you to Dr. Brian Cole and Midwest Orthopedics at Rush for hosting the event on at the Hyatt Regency Chicago, to the event's title sponsor Athletico Physical Therapy, and to all of Fr. Scott's fellow panelists for an illuminating discussion on a crucial topic.



Prayer Vigil

In times of tragedy, it helps to join our voices in prayer.
In invite you to be with us as we pray for those affected by
the Hurricanes in Florida, Texas and Puerto Rico.

**Friday, October 13th at
5:45 in the Walsh Campus
Chapel**

**Sunday October 15th at
6:15 in the Hay Campus
Chapel**

Mercy Home Bands Together for Hurricane Relief

In the wake of Hurricanes Harvey, Irma, Rita, and Maria, Mercy Home for Boys & Girls is united in our efforts to provide relief, goods, and services for regions affected by these devastating storms. **Fr. Scott** has outlined a three-pronged plan of action that incorporates prayer, education, and philanthropy to promote an impactful, humanitarian response in the spirit of our agency's legacy of helping those in crisis.

Spiritual Development Director **Marc Velasquez**, is spearheading Mercy Home's prayer response with a range of conscientious reflection. Two prayer vigils for coworkers and youth are scheduled for the coming weeks: Walsh

Campus on October 13, and Hay Campus on October 15. As well, relief-effort themes such as “Gratitude opens the door for generosity” will be integrated into upcoming Thanksgiving celebrations. Down the road, hurricane-ravaged areas have been identified as potential destinations for future service trips for our boys and girls.

Senior Coordinator of the Learning Center and Tutoring, **Jessica McCarthy Kelleher**, kick-started Mercy Home’s education initiatives by plastering the walls of the Hay Campus Learning Center with posters about hurricanes and climate change, as well as photos of the storms’ destruction. Moving forward, the plan is to add information about the long-term impact of natural disasters in ways that are palatable for youth.

In the coming weeks, expect to see installations in the Hay cafeteria and at the Walsh Campus that help visualize and conceptualize the magnitude of these hurricanes. We intend these installations to be outright conversation starters and reference points for both coworkers and youth that hopefully lead to direct action.

In a true testament to our kids’ and coworkers’ initiative to take immediate action in the aftermath of tragedy, relief efforts have spontaneously taken off around Mercy Home.

Girls from our Walsh Campus led the charge with a near instantaneous response. Using portions of their allowances, young woman from Walgreen Home bought cases of water, while girls in Bernardin Home collected toiletries and clothing. All items were dropped off at the 22nd District Police Station for pick up by the Salvation Army.

More recent youth-led efforts have sprouted up around the Hay Campus. Sheil Home resident **Maurice** applied his culinary skills to organize and implement weekly bake sales, featuring brownies and cake, outside the cafeteria. His first bake sale for Houston victims raised \$134.92. Yesterday’s bake sale for Puerto Rico raised a whopping \$301.50. Maurice has even expanded his scope of assistance to include victims of the earthquakes in Mexico and the mass-shooting tragedy in Las Vegas. Upcoming bakes sales in honor of the following regions include: Mexico on October 11, Tampa on October 18, Miami on October 25, Barbuda on November 1, and Las Vegas on November 8.

Manager of Youth Care Operations, **Mario Tamayo**, facilitated efforts to seek local non-profit organizations and churches interested in accepting and transporting Mercy Home’s surplus of blankets and bed sheets. Members at Vida Abundante Church and Corazon Community Services, both located in Cicero, are slated to pick up a few pallets of extra bedding this week for disaster victims in Puerto Rico and Mexico.

Thank you to all our Mercy Home coworkers and kids who have taken the lead on our hurricane relief efforts.

Mercy Home’s enduring legacy of helping those in need is made possible by our charitable donors. But now it’s time to flip the script and give back.

Together, we can show world that true generosity and compassion is reciprocal. In the coming weeks, stay tuned for more coordinated efforts and ways to donate.



Young Women Give Back to Community

The ladies of Walsh Campus recently participated in the Dawn Brancheau Dream Big Walk, where they completed multiple service projects and the two-mile walk despite the day's heat!

Projects completed during the event include making blankets and filling backpacks to send to children of Kenya through Matanya's Hope. Our young women also donated new and gently used backpacks to help before filling them! The girls also created cards for local senior citizens, assembled personal bags for the Chicago homeless through Lost and Found Ministry, and assembled doggie adoption bags for 4 Paw Sake Canine Rescue.

We are so proud of these young women for all they do to help out others!



Young Man Explores Passion for Photography

For the last four months, **Seth** in Speh Home has enjoyed a unique photography internship at Mercy Home.

Since June, Communications Coordinator **Christa Rooks** has guided Seth in weekly

sessions as he explored his interest in photography. Lessons included tutorials on how to use a digital single-lens reflex camera and how photographers use techniques such as perspective, composition, and framing to capture compelling pictures.

"Christa is a great photographer," Seth said. "She's taught me a lot, like how to shoot diagonal photos, how to shoot from different levels, and new tricks, like how to use the manual focus."

Before the internship, Seth considered himself a decent photographer, but he couldn't pass up a chance to sharpen his expertise and eye for detail.

"Photography is one of my passions," he said. "I've always loved it. But when I heard a photography class opened up, I sprang into action. I thought it'd be a good idea to take it and improve my skills."

Seth practiced his new found skills while taking photos in public spaces around

Mercy Home and during special outings to dog parks and the beach.

"Seth is very enthusiastic and shows a natural talent for photography," Christa said. "He's a very outgoing kid and eager to learn. I really enjoy teaching him about photography."

Seth's photographs are currently showcased in a gallery in Speh Home's common area. All coworkers are invited to visit the gallery, leave comments, and vote for your favorite photo. Please contact **Emmy Smith** or other Speh Home coworkers to schedule a visit.

Relationship building is the heart and soul of Mercy Home, where mentors and advocates foster the development of our kids' interests. A very special thank you to Christa for helping Seth delve deeper into his passions as he makes strides in program.



News From Kelly Home

We are thrilled to announce that **Cody McDonald** is the new Program Manager of Kelly Home! Cody has been the Quille Home Program Manager for over seven years. Before her time in Quille Home, Cody worked as a general case manager with low-income and homeless individuals. She also supported domestic violence survivors and ran a weekly support group, attended court hearings, and provided individual/group educational information

regarding healthy relationships.

Cody has a Master's degree in Forensic Psychology and interned with the Prince George's County State's Attorney-Domestic Violence Unit. She has successfully completed 40 hours of domestic violence training as well as 60 hours of sexual assault training.

Apart from her new role in Kelly Home and vast experience, Cody loves animals, especially her two dogs and plump cat. Please join us in congratulating Cody on her new role!

Seen Around the Home



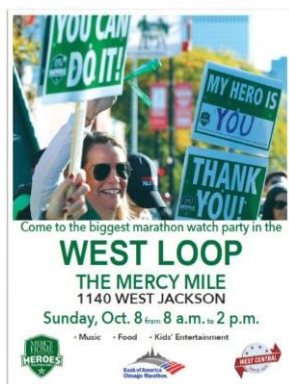
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1. Two weeks ago, the young women of Walgreen Home volunteered and participated at Muckfest, a rigorous obstacle course in the mud to raise money and educate people about multiple sclerosis. Great job ladies!
2. Both our kids and coworkers alike were delighted by a visit from the Mane in Heaven mini horses last Saturday! Hosted in our Hay Campus soccer building, attendees were able to pet and cuddle these horses, as well as learn commands and take the horses for a walk or run. Thank you to Mane in Heaven for bringing their horses to our Home!

Latino Heritage Month Cultural Fair

As part of Hispanic Heritage Month, on **Thursday, October 5**, Mercy Home will be hosting a cultural fair and dinner in the Hay Campus cafeteria. Youth and coworkers will be sharing pieces of their culture with others. Please stop by to support our kids and coworkers! For more information, please contact [Marc Velasquez](#). Latino Heritage Month runs through October 15,



Super Sunday

Let's Make Noise on the Mercy Mile!

Everyone's invited to cheer on the 224 intrepid men and women who will run the Bank of America Chicago Marathon on behalf of our young people **this Sunday, October 8!**

We need **you** to help us give our runners a hero's welcome as they pass by the Hay Campus at mile 16 of the course – aka 'The Mercy Mile.'

Coworkers, youth, and all families are welcome to join in the celebration!

We'll have food, music, noisemakers, face-painting, an Avengers bounce house, and more. There's simply no better place to watch the historic 40th anniversary of this event than right here at Mercy Home.

Please come out and give our Heroes the encouragement they need to take on that final 10.2 miles toward the finish. Heroes include your coworkers:

Pamela Williams, Theresa Pendergraff, Allison Boyle, AJ McKeague, Maddie Boente, Matt Boland, and Danny Bourgault, as well as Mercy Home alumni **Pat Zamkin** and **James Lee**.

It's our best way to show our Heroes how much we appreciate them for going the extra mile for our young people.



Co-Worker Birthday Celebration

Please join us for cake and to celebrate our Co-workers who have an October Birthday:

Hay Campus- Wednesday 10/18/17 at 12:30pm- Hay Campus Dining Room

Walsh Campus- Thursday 10/19/17 at 12:30pm- Walsh Campus Dining Room

*If you have an October birthday and would not like to be recognized please email [Sarah McSheffrey](#).



Save the Date for a Pickup Soccer Game

There will be a staff and youth pickup soccer game in the Mercy Home soccer building on **Friday, October 20** from 2 pm-4 pm. Please feel free to join at any time – all are welcome to come play or cheer! Please contact [Susan Hackney](#) if you are interested or just show up! It will be a friendly game for Mercy Home to further build community – all skill levels welcome!

If you do attend, please bring a white shirt and a dark colored (blue or black) shirt. We look forward to seeing you there!



On the Table Update

Over the next year, the Diversity Steering Committee, comprised of **Tom Gilardi, Emily Neal, Dennis Bourne, Katie Keller Smith, and Marc Velasquez**, will be leading the process of diversity committee work at Mercy Home.

There will be an additional Diversity Committee with 10 members or delegates

who will meet every other month to develop thought-provoking and meaningful ways for coworkers to engage with each other related to topics of race and diversity to help them apply the concepts to their work with youth, families and other constituents. In addition to attending bi-monthly committee meetings, delegates will be responsible for facilitating discussions with interested members of the Mercy Home community on bi-monthly basis. All co-workers at the Agency are eligible to apply for Diversity Committee Membership with supervisor approval.

If you are interested becoming a member of the Diversity Committee, the dates for next steps are as follows:

- Thursday, September 28th – Applications for Diversity Committee Membership go out to the Mercy Home co-worker community
- Friday, October 13th – Completed applications are due to Katie Keller Smith
- Friday, October 20th – Committee membership will be announced

Our first Diversity Committee event will be a presentation and discussion over lunch in the month of October – details to follow.

Stay tuned for more information!

Cafeteria A/V System Now Operational

The A/V system in the Hay Campus cafeteria is now fully functional! There is a guide on how to use the system that will be kept in the podium. Any issues with the system should be directed to the IT department. Thank you for your patience!

Update to Mercy Home's Privacy Policy and Terms of Use Statement

Mercy Home's Privacy Policy and Terms of Use Statement were recently updated. Please review the [policy](#) and [procedure](#) to ensure future compliance. Thank you!

Vacation Policy

A reminder that Mercy Home's vacation policy allows for coworkers to roll over 40 hours of vacation at their anniversary and the rest will be converted to sick time. Please make every effort to use your vacation time and to allow your staff to use their vacation time. Thank you!

Employee Assistance Program

Remember that Mercy Home offers a free and confidential Employee Assistance Program (EAP) through Guardian WorkLifeMatters Program. WorkLifeMatters is a confidential support service which connects you with a counselor to help you with the issues that affect your life the most. The professional counselors answering your calls are experienced in assisting people with a wide range of issues. Remember the process is confidential, voluntary and free. Just call **800-386-7055**. You can also visit the EAP website to review their extensive library of resources. Visit www.ibhworklife.com; Username: Matters, Password: wlm70101.

For more information, please feel free to take a WorkLifeMatters Program brochure from the bulletin board near the timeclock.

2018 Holiday Schedule

New Year's Day	Monday, January 1
Martin Luther King	Monday, January 15
Good Friday	Friday, March 30
Memorial Day	Monday, May 28
Independence Day	Wednesday, July 4
Labor Day	Monday, Sept 3
Thanksgiving Day	Thursday, November 22
Day after Thanksgiving	Friday, November 23
Christmas Eve	Monday, December 24
Christmas Day	Tuesday, December 25
New Year's Eve	Monday, December 31

Policy Changes

Please review the updated policies below to ensure you have up to date information. Please note that the Trainings and Conferences policy and Travel Request form have been updated to require the approval of the President/CEO prior to registering for any out of town conferences or training.

In addition, the Expense Report and Travel Reimbursement policy has been updated to include more detail on submitting expense reports for all purposes, including travel expenses. If you have any questions please contact your VP.

[FI-POL-170](#)
[TR-POL-140](#)
[TR-FORM-140.01](#)

Remember to Restart

Please remember to restart (not shut down) your PC!

This is just a quick note from the IT Department reminding everyone that it is Agency policy to **RESTART** your computer at the end of the day, **NOT** shut down. Computers are set to apply patches and other maintenance activities overnight and that can only happen if the computers are on.

Thanks for your cooperation!



Sign Up Today for My Ideal Doctor

My Ideal Doctor is a great benefit for anyone who is enrolled in the Agency's medical insurance. As a member, you and your family can receive 24/7/365 access to U.S board-certified physicians who can consult, diagnose and prescribe medication if deemed appropriate via telephone or video. And it's at no cost to you! Sign up for this amazing benefit before you actually need it.

Common conditions they treat include:

- Cold/ Flu
- Sinus
- Allergies
- Pink eye
- Rashes and many more

To sign up go to myidealdoctor.com and make sure you are signing up with **Group # MYIDR935** so that you aren't being billed. If you have any questions with signing up, or to speak to a doctor you can call 855-897-4332.

Facilities Projects

The Facilities department has a number of projects going on this summer around the Hay Campus and would like to inform our coworkers so they can plan accordingly:

Cameras and fire alarm system upgrades

Contractors will continue to work throughout the Hay campus to replace all the cameras with new IP cameras. They will run new wires through the whole campus. The Facilities team is also going to expand the fire alarm system to 1118 and 1120 West Jackson, and the 207 South Racine building. These projects will last 4-6 weeks.

Thank you for your patience and cooperation as Facilities completes these

projects.



Don't Text & Drive

The Agency would like to remind all co-workers that **hands-free driving is required when operating a Mercy Home vehicle**. Please do not use any type of electronic device while driving an agency vehicle.

This is in compliance with Illinois state law, which **bans the use of all hand-held devices while driving**. Only Bluetooth use is permitted. It is also against Mercy Home policy to use hand-held devices while driving.

Using a handheld device while driving endangers the safety not only yourself and your passengers, but also other drivers.

Mercy Home takes this matter very seriously and we appreciate your cooperation.

Safe Driving in Parking Lots

For all of those who drive to work at Mercy Home, we would like to remind you to drive slowly and carefully through the parking lots and around the Home. Throughout the day, our kids walk through the parking lots as they come and go from school and other activities. Thank you for keeping our kids' safety the top priority at Mercy Home!

Soul Food

"I've learned that finishing a marathon isn't just an athletic achievement. It's a state of mind; a state of mind that says anything is possible."

--John Hanc

Current Job Openings

If you are interested in applying internally for an open position, you should forward your resume and a letter of interest outlining your qualifications for the position to the Director of Human Resources. Also send a copy of your resume and that letter to the manager, director and vice president of your department.

Please remember that you must be in your current position for at least nine months to apply for another position. Please contact **Peggy Sullivan** at extension 7555 if you have any questions.

Employee Referral Bonus: If you would like to refer someone for an open position you should forward their resume and cover letter to the HR-Recruiter, **Sarah McSheffrey**.

If your referral is hired for a full-time role you are eligible for up to a \$450 bonus. If your referral is hired for a part-time role you are eligible for up to a \$150 bonus.

Position	Department/Home	Category	Schedule of Position
Youth Care Worker	Kelly Home	Full Time	Wednesday-Saturday 2pm-10pm. Days and hours can change based on current positions in Kelly Home
Youth Care Worker	Sheil Home	Full Time	Monday 2:30pm-10:30pm, Tuesday 12:30pm-11pm, Wednesday 3pm-10:30pm, Saturday 2pm-10pm, Sunday 4pm-10pm
Youth Care Worker	Mahoney Home	Full Time	Monday 3pm-10:30pm, Tuesday 12pm-10pm, Friday 3pm-10:30pm, Saturday 3pm-10:30pm, and Sunday 3pm-10:30pm
Youth Care Worker	Walgreen Home	Full Time	Monday-Wednesday 3pm-10pm, Thursday 12:30pm-11pm, and Sunday 7am-3:30pm
Coordinator-Post Secondary Options and Career Resources	The Academy Hay Campus	Full Time	Monday-Friday, two evenings per week
Program Manager	Quille Home	Full Time	Monday-Friday with a minimum of 2 nights per week, until at least 9pm. On call 24 hours/day 7days/week
Manager-Friends First	Friends First	Full Time	Monday-Friday with 1-2 evenings a week and occasional Saturdays
Mercy Model in Schools-Supervisor	The Academy	Full Time	Monday-Friday 9am-5:30pm, also as needed
Overnight Shift Leader	Walsh Campus	Full Time	Sunday-Thursday, 11pm-7am
Overnight Youth Care Worker	Campbell Home	Full Time	Sunday-Wednesday 10pm-8am
Overnight Youth Care Worker	Bosco Home	Full Time	Monday, Friday, Saturday, and Sunday 10pm-8am

Receptionist	Walsh Campus	Full Time	Monday-Friday 2pm-10pm
Youth Care Worker	Kelly Home	Part Time	Wednesday, Friday, and Saturday 3pm-11pm
Overnight Youth Care Worker	Sheil Home	Part Time	Friday, Saturday, and Sunday 10pm-8am
Overnight Youth Care Worker	Speh Home	Part Time	Friday, Saturday, and Sunday 10pm-8am
Overnight Youth Care Worker	Walgreen Home	Part Time	Friday and Saturday 11pm-7am
Cook	Hay Campus-Kitchen	Part Time	Monday-Thursday 2:30pm-6:30pm, must be flexible to work different shifts.
Youth Care Worker	Sheil Home	Support Staff	Any Shift 7 days a week: 8am-4pm, 8:30am-4:30pm; 2pm-10pm, 2:30pm-10:30pm, 3pm-11pm, 4:30pm-10:30pm
Youth Care Worker	Bosco Home	Support Staff	Flexible shifts 2-10pm during the week or weekend for up to 28 hours a week. Some overnight capabilities-not required but preferred
Youth Care Worker	Couderc Home	Support Staff	Schedule varies, all shifts needed
Overnight Youth Care Worker	Hay Campus	Support Staff	Schedule varies, 10pm-8am
Overnight Youth Care Worker	Hay Campus	Support Staff	Schedule varies, 10pm-8am

I Saw That...

Juan Medina, Admissions. "For always supporting all departments around the agency and for completing your MSW."

HAPPY BIRTHDAY TO...



Allison	Boyle	Oct 1
Rachel	Twarog	Oct 2
Angela	Stochl	Oct 2
Dawn	Centracchio	Oct 2
Corinne	Fisher	Oct 2
Alyssa	Overturf	Oct 3
Christopher	Duran	Oct 7
Eamon	Kelley	Oct 8
Edgar	Zavala	Oct 9
Katy	Sikich	Oct 9
Traci	Long	Oct 10
Liz	Tomka	Oct 10
Tiffany	Conners	Oct 13
Gloria	Hammack	Oct 14
Alyssa	Martinez	Oct 16
Megan	Molony	Oct 16
Tammy	Crater	Oct 17
Mary Anne	Leonard	Oct 20
Gabriela	Martinez	Oct 20
Jeremy	Karpen	Oct 22
Elacsha	Madison	Oct 22
Patrick	Bittorf	Oct 23
Maureen	van de Water	Oct 23
Halina	Bobella	Oct 26
Kenneth	Towns	Oct 28
Justin	Brown	Oct 28
Tricia	Rooney	Oct 30
Nikki	Sullivan	Oct 31

Note from the Editor...

To see your department's or program's stories in Mercy Home Notes, please email [Christa Rooks](#), in Communications, with details by **noon** on Wednesdays. Please show that submissions have the approval of your department's Vice President.

