

Synod Community Services presents:

THE MESSENGER

Fourth Quarter Newsletter

**Employee
Appreciation
Issue!**

Inside the Issue

EMPLOYEE SURVEY

Our employees are our most valuable assets! We want to know what drives them to work every day, and how we can improve their lives.

ATLAS HR

This new employee system will save you time and a lot of bulky papers. But what is it? And when can we expect it to be completed?

AUTUMN TIPS

It's officially fall! As the season changes, there are a few ways we can ensure that we stay happy and healthy in the upcoming months!

EMPLOYEE SURVEY

by Keta Cowan

We want to know how you feel about working at Synod.

What keeps you coming to work?

What things make you think about leaving and getting another job?

Is the job emotionally and intellectually fulfilling.

By asking you the following questions we want to see if there is a way we can make the job

more satisfying for you and for new staff.

Thank you for taking the time to answer these questions.

- What do you enjoy most about your job?
- What is it about your job that you dislike and would change if you could?
- What job duties have you seen other people do that you

would like to try? If there are none write N/A

- If you sometimes feel bored at work what things do you wish you could do with the clients?

Please answer these questions on the reverse side of the Employee Survey.

Thank you.

WE WANT TO HEAR FROM YOU! PLEASE CONSIDER:

WHAT WOULD ENCOURAGE YOU TO WORK WEEKENDS?

How do you feel about working the weekend shift? What would make it easier for you to clock in on Saturday and Sunday?

HOW DO YOU WANT TO RECEIVE YOUR BENEFITS?

Do you prefer that Synod offers a 401k and health benefits, or would you rather have that money in a different format?

WHAT ASPECTS OF YOUR JOB DO YOU ENJOY MOST?

What part of your job makes you feel excited to go into work? Does one task exhilarate you more than another?

SYNOD REFLECTS

by Veronica Whitehead

Lately, we have been reflecting on how important our employees are to how we function.

Every day we witness their commitment to providing the best quality care in the most professional ways.

Our employees make us who we are and we want to show them that they are appreciated, and that their voices are heard.

With that in mind, we have decided to issue a survey in order to gauge our employees overall happiness in their positions.

So for those of you who are regular employees, please keep an eye on your mailbox in the admin office- you will find your surveys there in the next few days.

We ask that you take a

moment to thoughtfully consider every aspect of your job; this is the best way we can figure out how to make changes that benefit you.

Feel free to be as honest as possible- our only goal in administering the survey is to improve your position with us.

Please return your completed employee survey to us by Monday, October 10th.

ATLAS HR

by Veronica Whitehead

Sort, scan, file, repeat. Sort scan, file, repeat. This is the start of Atlas HR, or HR Atlas, we're not quite sure yet. This program is meant to give you faster, electronic access to employee files. It's the brainchild of Tim Wellman, Synod's Database Manager, and he's been working on it for two years, along with Jacob Moga, System Administrator, who is creating a virtual private network (VPN) for added security.

Moga has already successfully tested his VPN and it is operational- his next steps are to set it up at all of the houses. For now, Wellman is trying to make the database as user friendly as possible; as files are uploaded, Wellman gives access to the Program Supervisors so that they can offer constructive feedback on how to improve the ease of navigation.

There are still a few things to scan in, as well as a few kinks to work out, but we can expect this system to make it to the houses in the next few months!

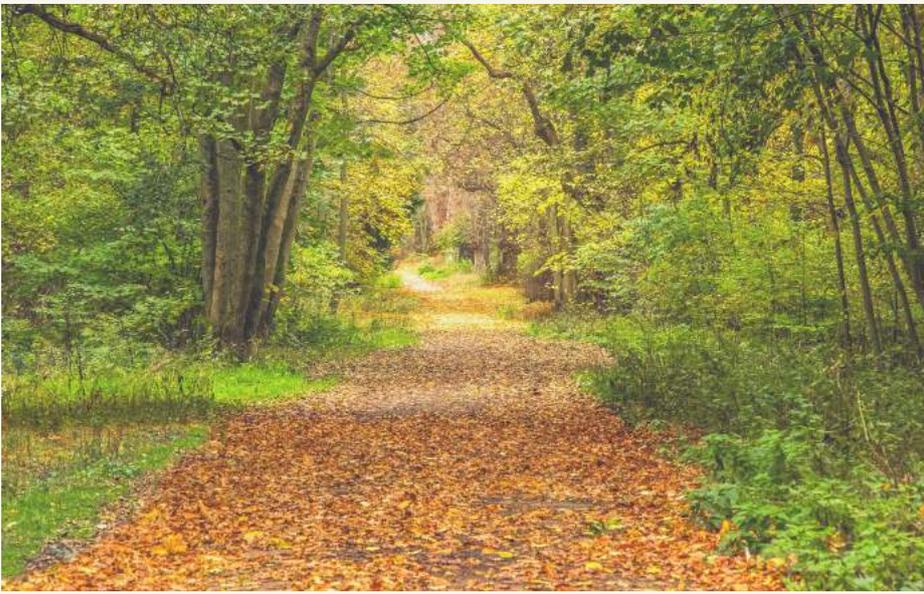
Now hiring Direct Care Workers!

For the right person, this job can become a career, offering days that are both meaningful and emotionally gratifying.

It is the perfect entry into nursing, occupational therapy, teaching, psychology or social work.

- Flexible Work Schedules
- Benefit Packages
- Competitive Pay Rates
- Advancement Opportunities
- Challenging Work

If interested, please apply at www.synodhelps.org



PREPARING FOR THE NEW SEASON

by Veronica Whitehead

As we shift from summer to fall, we have a new set of experiences to face, so many activities to enjoy and few news ways to ensure we're prepared for the upcoming season. The following are some of the best ways to get yourself ready for the apple-picking, pumpkin-carving months ahead of us.

Flu vaccine: The Centers for Disease Control (CDC) suggests that everyone over six months old should get an annual flu vaccination; a yearly vaccination is 100% covered by Medicare.

Fallen leaves: While the leaves this time of year are beautiful, they can pose a falling hazard when heavy and slippery with rain. Make sure someone removes these from the sidewalk and driveway of your home.

Eat Fresh: It's not just the Subway slogan anymore! Take advantage of the fresh fruits and veggies in season right now.

Stay Warm: It's the season for sniffles, so be sure to stay bundled! If you're too cold, throw on a sweater and a scarf.

Fun facts this season:

THE STORY OF AUTUMN

In Greek mythology, autumn was the time when Persephone, the daughter of Demeter, was abducted by Hades. Demeter, the goddess of the harvest, was distraught and the ground grew sparse and cold. When Persephone returned in the spring, plants and life bloomed anew because of Demeter's happiness.

FALL COLORS

Yellow, orange and red variations are always present in tree leaves, but they are overpowered by the abundance of green from the chlorophyll in the leaves. Come autumn, when the days grow shorter, the amount of chlorophyll in leaves diminishes, allowing the other pigments in the leaves to shine through.

IMPORTANT DATES THIS QUARTER



October 31st:
Halloween

November 4th:
Autumnal Equinox
(Don't forget to set your clocks back one hour.)

November 6th:
Election Day

November 11th:
Veteran's Day

November 21st-22nd:
Mawlid-al-Nabi

November 22nd:
Thanksgiving
(Be sure to check the recipe section for some new dinner ideas.)

December 2nd-10th:
Hanukah (Chanukah)

December 21st:
Winter Solstice
(This marks the first official day of Winter!)

December 25th:
Christmas

Fall Recipes

Sausage Tortellini Soup

- 1 lb. Italian sausage
- 1 small yellow onion, diced
- 1 small shallot, diced
- 2 large carrots, peeled and diced
- 4 garlic cloves, minced
- ¼ c. all-purpose flour
- 5 c. chicken broth
- 14 oz. refrigerated cheese tortellini
- 1 tsp. kosher sea salt
- ½ tsp. ground black pepper
- ½ tsp. Italian seasoning
- 6 ounces chopped fresh spinach
- 2 c. half & half (or heavy cream)

In a large stockpot set over medium-high, cook the sausage until browned. Using a slotted spoon, transfer the cooked sausage to a paper towel lined plate; set aside.

Add onion, shallot and carrot, sauté for 5 minutes or until the vegetables are soft. Add the garlic and sauté for an additional 2 minutes, or until fragrant, stirring occasionally to prevent it from burning.

Whisk in the flour and cook for 1 minute. Gradually add in the chicken broth, whisk to combine. Continue cooking until the mixture reaches a simmer, then reduce heat to medium-low and simmer for 6 minutes.

Pat as much grease as possible off of the sausage, then add it along with the tortellini, salt, pepper, Italian seasoning, spinach, and half & half. Simmer for 5 minutes, or until the tortellini is fully cooked.

Serve immediately with freshly grated Parmesan, if desired.

Apple Punch

- 1 bottle (32 oz) apple juice, chilled
- 1 can (12 oz) frozen cranberry juice concentrate
- 1 cup orange juice
- 1 1/2 liters ginger ale
- 1 apple

In a large punch bowl, combine apple juice, cranberry juice concentrate and orange juice. Stir until dissolved, then slowly pour in the ginger ale.

Thinly slice the apple vertically, forming whole apple slices. Float apple slices on top of punch.

IF YOU WOULD LIKE TO SUBMIT A RECIPE TO BE USED IN NEXT MONTH'S NEWSLETTER, PLEASE EMAIL VERONICA AT VWHITEHEAD@SYNODHELPS.ORG

Stuffing Muffins

This year, you can make single serve stuffing portions. Prepare your favorite stuffing as usual, and bake it in muffin tins until crispy!



Try these recipes on Thanksgiving!

Brussel Sprouts Au Gratin

- 1 1/2 lb. Brussels sprouts, halved
- Extra-virgin olive oil, for drizzling
- Salt and black pepper
- 1 c. panko bread crumbs
- 1/2 c. freshly grated Parmesan
- 1/4 c. chopped parsley
- 1/2 c. heavy cream
- 2 cloves garlic, minced
- 1 c. Grated Gruyère

- Preheat oven to 425°. In a large casserole dish, add brussels sprouts and drizzle with olive oil, then season with salt and pepper. Bake for 5 minutes.
- In a small bowl, combine panko, Parmesan, and parsley; set aside. In another bowl combine heavy cream and garlic; pour over brussels sprouts and stir. Sprinkle gruyère evenly all over brussels sprouts and follow with an even coating of the panko mixture. Bake until golden brown, 20 to 25 minutes.

Pumpkin Cake Bake

- 1 can (15 oz) pumpkin puree
- 1 can (12 oz) evaporated milk
- 3 large eggs
- 1 c. sugar
- 4 teaspoons pumpkin pie spice
- 1 box yellow cake mix
- 3/4 c. butter, melted
- 1-1/2 c. chopped pecans
- Vanilla ice cream (optional) 

- In a large bowl, beat first five ingredients until smooth.
- Transfer to a greased 13x9-in. baking dish. Sprinkle with cake mix and drizzle with butter. Top with pecans.
- Bake at 350° for 1 hour or until a knife inserted in the center comes out clean. Serve with ice cream.

Our Vision

We believe that all people have the right to live, to grow and to learn, but most importantly, the right to be full members of the community where they live.

Our Approach

Synod manages service-enriched housing programs and further, delivers support services to individuals living in their own home who need help managing some task of daily life.

Service-enriched housing represents an innovative and systemic change in confronting the long-term needs of families and individuals caught in the cycle of chronic poverty.

Service-enriched housing allows residents to identify their own needs

and issues of concern, within a housing structure and a community-oriented infrastructure. With mechanisms that provide for significant resident involvement in issues that affect their lives and their environment, residents themselves develop programs, services, recreational and social activities often assisted by, but not necessarily emanating from an outside source.

The term, service-enriched housing, describes housing where trained staff work to create a supportive and responsive environment for individuals who need some level of focused help.

In service-enriched housing, residents, management, and service providers work together as a team. Residents who maintain their rent and abide by basic landlord-tenant agreements do not risk losing their housing if they choose to bypass involvement in social services or other activities.

Following best practices of the harm reduction model, Synod also works hands on with individuals to create safe and healthy housing including hoarding abatement.

Our Mission

We are committed to our charitable purpose of providing psychosocial rehabilitation services to our community by manifesting concern, sensitivity, patience and human kindness for consumers, their needs, preferences and choices.

We will do whatever it takes to help people meet the challenges of their lives.

Because everyone matters.

**Want to hear more from
Synod Community Services?
Follow us!**



Twitter
@synodcomm



Facebook
Synod Community Services



Instagram
@synodcommunityservices
#Synodhelps



WWW.
www.synodhelps.org



Contact us:
(1-734) 483-9636 (main)
(1-734) 483-9557 (fax)