



The VNA Voice

Edition 36 - Summer 2022 - kansasvna.org

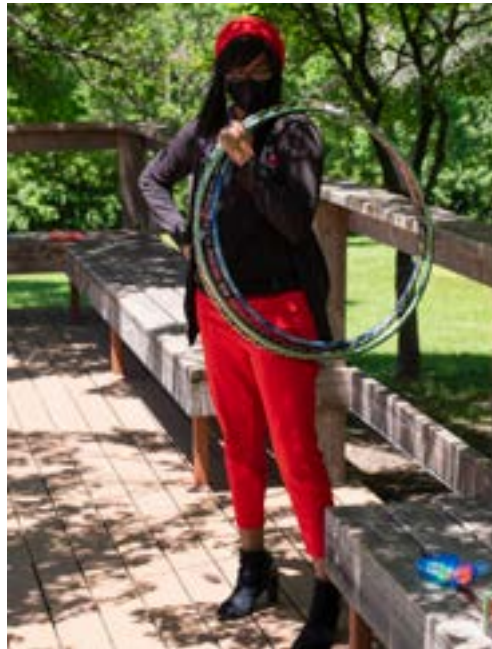
From Our House to Yours

On June 2nd, the VNA staff gathered at Centennial Park for an all-agency picnic. COVID has disrupted our regular schedule of bringing all staff together in one space, so our Social Committee organized this fun alternative for the second consecutive year. "Sack lunches" from Auntie Em's Deli were provided and after lunch, many enjoyed yard games and other picnic-style activities. We also celebrated the 52nd anniversary of our Human Resources Manager, Janice White! Please enjoy these photo memories of this special event!



Cynthia Lewis
CHIEF EXECUTIVE OFFICER

VNA's All-Agency Picnic



OUR MISSION

Improving quality of life through
compassionate patient care
wherever you call home.



VISITING NURSES

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VNA in the Community: Lawrence Chamber Sand Trap Classic



VNA was fortunate to have the opportunity to be stationed at a hole for the Lawrence Chamber's Sand Trap Classic on May 16th. At hole 14, VNA had a tent, chipping game, photo booth, snacks, water, brochures and more available for golfers. Cynthia Lewis, VNA's CEO, and Lori McSorley, VNA's Business Development Manager, visited with many of the golfers while their teammates played the chipping game or teed off. VNA also had a team in the tournament, including board members, Michael Taylor and Patrick Brown, and community members, Nikki White and Tim Martin. It was a warm, but beautiful day for the fun-filled event.

Heart of VNA: Finding Solutions for Staffing Struggles

As the nation is feeling the effects of the workforce shortage, the healthcare field is no exception. Over 18% of the healthcare workforce has exited since the pandemic began, according to the Society of Human Resource Management (SHRM). A combination of baby boomer retirement, COVID-19 burnout and a shift in work/life balance priorities has, in part, caused this shift. Our local healthcare

workforce is no exception to this ongoing issue, leaving hiring managers' heads spinning and looking for solutions to these staffing challenges. SHRM reports that nearly 90% of the 1200 employers surveyed say they are struggling to fill open positions. "Just because there is a shortage of workers does not mean that there is a shortage of patients who need care. Through the turmoil of the pandemic, all of us who work

in healthcare have had to find creative solutions to this issue because excellent patient care is still top priority," said Janice White, HR Manager at VNA.

In this hectic time where everyone feels the demands of the employment shortfall, VNA has had to look towards adaptive solutions for both hiring and retention. "Our vision at VNA is 'To be the leading home care partner, applying innovation to



Heart of VNA: Finding Solutions for Staffing Struggles (cont.)

support staff, program growth and our community.' The fact that staff and community are highlighted together in our vision is no coincidence. Equally important as taking care of our patients is taking care of our staff. They are all part of our VNA family, and we have to take care of our own too," said Cynthia Lewis, VNA CEO. In order to care for staff and stay competitive, in 2021, VNA restructured the wage scale for existing and newly hired employees to "take care of our own."

Additionally, in light of the unprecedented gas prices, VNA has increased the mileage reimbursement rate by over 22%. "VNA already offered a diverse benefits package. In the over 50 years that I've worked for VNA, we've always looked out for our patients and employees' best interests," said Janice White, HR Manager.

Even though there has been an exit from healthcare by some, a great many have remained at VNA because of the flexibility in schedule and autonomy they have with their patients. "With the flexibility of this job, it gives me the benefit of doing the job that I've always loved and have wanted to do for a very long time, but it also allows me to have a wonderful work and family-life balance. I'm able to schedule my patients around picking up my children from school. That's important to me and a benefit I value," said

Audrey, VNA Physical Therapist. VNA offers the flexibility that a lot of other employers don't offer. Janice White feels that this enhances the work experience. "VNA's flexibility in staffing provides a benefit most health care providers are unable to offer. It's important to our staff to be able to work and still participate in family activities that may fall during normal work hours. We recognize and value that flexibility in scheduling work that allows this to happen."

Other perks of working at VNA include a variety of committees that enhance the work and patient experience. The QAPI (Quality Assurance Performance Improvement) committee is a multi-disciplinary team that works together to assure maximum high-quality care. Staff on this committee enjoy being a part of QAPI projects that test new ideas to enhance the services that VNA offers to its patients, while committees like the Social Committee are tasked with planning fun and engaging staff

activities that boost morale. "When you love your job, it's so easy to get inundated with the day to day work. It's equally as important sometimes to take a little break and appreciate the culture of caring individuals that we are so fortunate to work with," said Lori McSorley, Business Development Manager and Social Committee Co-Chair. "That's one of the reasons I love working at VNA – spending time together as a VNA family. There's a really great reason why some of our employees have worked here for 30, 40, even 50+ years. We work in an environment that cares for other people, so it's only natural that we care about each other too."

The employment shortage has caused a lot of challenges, but VNA is working together to not only care for their patients, but also their employees. With no end in sight to the ongoing and future unknown obstacles, VNA has remained flexible and optimistic. To learn more about VNA and the employment opportunities offered, visit kansasvna.org/employment.

More Benefits of Working at VNA:

- **Sign-on Bonus** (for designated positions) 
- **Recruitment Incentives**
- **Health Insurance**
- **Voluntary Dental & Vision Insurance**
- **Group Life Insurance** 
- **Flexible Spending Account for Health & Dependent Care**
- **Voluntary Supplemental Benefits** (Accident Coverage, Critical Care Protection, Cancer Protection Assurance, Hospital Choice)
- **EAP** (Employee Assistance Program)
- **PTO, Holidays, Paid Jury Duty & Bereavement Leave** 

Staff Spotlight: Jacob Joins VNA

Originally a resident of Munford, Tennessee, Jacob Haney now lives in Lawrence and is preparing for his senior year at Free State High School. He is also VNA's Data Entry Specialist for the summer.

Jacob was not familiar with VNA until he joined Kansas' paid, work-based learning program. Once he learned about VNA, he thought "it seemed like a wonderful organization to work for." He says it was VNA's "passion and mission to help a special part of the community," that brought him here.

As VNA's Data Entry Specialist, Jacob does data entry projects for

various departments, assists with billing audits, and helps with other things needed around the office. Jacob's interest in technology gives him the necessary skill-set to fulfill his duties at VNA, but he has also gained new skills. "I've learned how to read

medical records and what certain parts of them are," he says. "I've also learned general workplace skills that will help me with other experiences in the future."

Outside of work and school, Jacob serves with Velocity Church in their next-gen ministry, spends time with family and friends, and enjoys learning about technology. Jacob is even the Chief Operations Officer and Lead Developer of an online community that's based on the video game, Minecraft.

His plans for the future include getting certified in cybersecurity at Johnson County Community College.



Pictured above: Jacob, Data Entry Specialist, is working with VNA this summer.

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