

Board Update

A monthly update for the Boards of
Chaddock's Family of Organizations
May 2019

Upcoming Meetings

Chaddock Behavioral Health
June 6 — 9:00 - 11:00 CST
Video Conference

CATS Board Meeting
June 11 — 11:30 - 1:30
Conference Room
Chaddock Education Center

The Knowledge Center at Chaddock
June 13 — 1:00 - 3:00 CST
Video Conference

Chaddock Children's Foundation
June 18 — 12:00 - 1:30
Conference Room
Chaddock Education Center

Chaddock Board Meeting
June 21 — 11:30 - 1:30
OASIS Conference Room
Chaddock Education Center

Rose Tea June 9

Our annual Rose Tea will be Sunday, June 9 from 2:00 - 3:30. This year's recipients of the Harry and Carlene Geisler Friend of Children Award are Rick and Carol Parise. Rick and Carol are role models of sharing their unique gifts with Chaddock children. For years, Carol has knitted afghans for our kids to receive when they arrive at Chaddock. Rick builds keepsake boxes that are truly works of art for our kids to receive as they leave Chaddock. The Chaddock Choir will also perform at the Tea.

Invitations will be mailed in the next week. If there is someone you want to add to the invitation list, please contact Deb Smith at (217) 222-0034 Ext. 329. We hope you can join us for this special event!

Employee Engagement Remains Strong

Our employees are the lifeblood of our work. It would not be possible to carry out the mission of our organizations without their skill and dedication. One of the ways we offer our staff the opportunity to share their thoughts about Chaddock as an employer is through our annual employee engagement survey. The Leadership Team and our supervisors review the data, and share both the highs and the lows with our staff in team and all-staff meetings, to celebrate what we do well and develop strategies to address where we aren't performing at desired levels.

This year's survey had an 82% response rate (n=197). Areas with highest score on the 30-question survey include the following:

- 97% of staff indicate Chaddock is a good organization to work for.
- 96% of staff agree or strongly agree the value of caring is evident.
- 96% of staff agree they are encouraged to share new ideas and ways to improve our work.
- 95% of staff see a connection between their job and the larger mission of Chaddock.
- 95% indicate their supervisor is available to answer questions and provide guidance when needed
- 95% of staff indicate the value of relationships is evident at Chaddock
- 95% of staff indicate the value of learning is evident at Chaddock
- 95% indicate that Chaddock supports their efforts to balance work and personal life.

Areas for improvement, which scored lowest in the survey include:

- 55% of staff feel they are paid fairly for the work they do.
- 64% feel departments and programs across the agency work collaboratively.
- 73% feel morale is high throughout the agency,
- 79% feel their supervisor holds everyone on their team to the same standard of work.
- 82% feel they have input into decisions that affect them.

Areas of greatest change from the previous year's survey include:

- 9% increase in staff who felt their were paid fairly for their work (46/55)
- 5% decrease in staff who feel departments work collaboratively (69/64)
- 4% increase in staff who feel Chaddock makes safety a priority (88/92)
- 4% decrease in staff who felt everyone on their team was held to the same standard of work (83/79).
- 4% increase staff members belief that they have input into decisions that affect them (78/82)
- 4% increase in staff feeling valued as a employee of Chaddock (86/90)

In addition, the survey also includes open-ended questions asking staff to identify one thing we do very well at Chaddock and one suggestion for how we can improve. All responses are also sorted by department to aid in targeting our responses to the specific areas where concerns are identified. As sampling of these responses are also shared with staff.

Final Steps in Corp. Restructure

The final few documents are being completed for our corporate restructure. Each of the Boards will be asked to approve new or revised by-laws at their respective June meetings, in addition to approving management services and/or lease agreements with entities within the Chaddock family of organizations. With those final actions on the part of our boards, the restructure will be complete. Special thanks to Chaddock and CATS board member Natalie Oswald for helping us navigate this process that will position our family of organizations to further extend our mission reach for generations to come.

FlexAMS

Interest continues to grow in Chaddock Behavioral Health's Flex Agency Management System. We will be on-boarding our first new client in the coming weeks, and we are in conversations with several other organizations regarding the program. Check out our FlexAMS website at <http://www.goflex-ams.com> to learn more.

TKC Renovation

After a few adjustments to the plans, we will be prepared to seek bids shortly after July 1 to renovate the old school space into The Knowledge Center at Chaddock. We have raised \$750,000 to complete the first phase of this project, which will include a large meeting room, a break-out room, as well as offices, common spaces and bathrooms, as well as technology to support both in-person and video training and consultation.

May is a Busy Month for Chaddock Kids

Groovy Parade Entry

Chaddock students and staff have been hard at work on Chaddock's entry for this weekend's Dogwood Festival parade. The theme of this year's 50th anniversary parade is "Party Like It's 1969." As you can see from the picture, we are building our "groovy van" the old fashioned way — one square of tissue paper at a time!



Students and staff will ride in, and walk alongside our entry in the parade that runs down Maine Street, from 24th to 6th and Maine, starting at 9:20 Saturday morning. Board members are welcome to walk with the float, or shout out if you are watching the parade and you might even get a piece of candy!

Spring Formal Dance Provides "Prom" Experience

Chaddock kids who live on campus or attend Chaddock's School were decked out in style for the Chaddock Spring Formal on May 2. A number of Chaddock friends donated formal dresses and suits for our young people to wear. Our food service staff provided a fine dining experience, followed by dancing to music provided by a DJ in the gym. Special thanks to our student council and teacher Brett Bottorff for coordinating this special evening.

Spring Carnival

Each spring we host a Carnival for Chaddock kids and families, staff members and their kids and grandkids. This year's event will be held on May 17 from 4:00 - 6:30 p.m.. The school parking lot will be transformed with a variety of "carnival-type" activity stations and of course carnival food! Board members are invited to join the fun . . . funnel cake optional!

Chaddock's High School Graduation

We hope you can join us on Thursday, May 30 at 1:00 for Graduation in the Chaddock Gym. We have eight students slated to receive their high school diploma this year. The graduation usually lasts about an hour, with a cake and punch reception immediately after in the cafeteria.

Increased Safety Measures at Foster & Adopt

Thanks to a grant from the Tracy Family Foundation, we will be installing enhanced security systems at both our Foster and Adoption Building and GiGi's Place where family visits take place. New doors with magnetic locks and new security cameras will increase the safety in these spaces for our foster children and families as well as our staff.

Speaking of foster and adoption, May is Foster and Adoption Month and on May 7, HBO will be airing a documentary called FOSTER, which provides a glimpse into the foster care system in our country.