

Teambuilder

Masonic Village at Elizabethtown Employee Newsletter Jan. 10, 2020



Flex Time Payout

Masonic Villages will issue the 2019 unused flex time payout on Jan. 13, 2020. If you currently are paid via direct deposit, the flex time payout will be issued as a direct deposit Automated Clearing House (ACH) transfer to the bank account you have set up for your net pay. If you currently receive your wage payment on a check, the flex time payout will be paid on a check.

This payment will reflect any flex time remaining as of Dec. 31, 2019. In keeping with previous policy, any remaining time that is less than one hour will be forfeited because of the de minimis value.

For eligible employees, 2020 flex time will be available for use effective Jan. 1, 2020.

These available hours will be shown on the payroll wage statement received Jan. 10, 2020.



Elizabethtown Campus Informative Meetings
with Mike Rowe, executive director



You're Invited - Why Meetings

Mike Rowe, executive director, invites you to attend his WHY meetings to find out about things happening on our campus and to get answers to questions you may have.

Wednesday, Jan. 15

From 8:30 - 9 a.m., in the Deike Auditorium, located in the Freemasons Cultural Center

From 10 - 10:30 a.m., in the Village Café, located in the Masonic Health Care Center

Wednesday, Feb. 12

From 10 - 10:30 a.m., in the Keystone Room, located in the James Buchanan Clubhouse

Show Off Your Dance Moves at the Daddy Daughter Dance!

Friday, Feb. 7, in Brossman Ballroom, Salon I

5 - 6:30 p.m. or 7 - 8:30 p.m.

Tickets are \$28 per couple
(\$14 per extra child)

Register Jan. 17 - 31 by contacting the Baird Wellness Center at ext. 33783.





MASONIC VILLAGE FARM MARKET

Hours

Friday, 9 a.m. - 5 p.m.
Saturday, 9 a.m. - 3 p.m.



Apple Varieties Available

Nittany, Mutsu, Autumn Gala, McIntosh, Snow Sweet, Jonathan, Empire, Golden Delicious, Ida Red, Granny Smith, Jonagold, Stayman Winesap, Red Delicious, Pink Lady, Gold Rush and Zestar! Free samples.

Local Produce

Lettuces, bananas, brussels sprouts. To make soup for the cold winter days: potatoes, winter squash, cabbage, broccoli and cauliflower.

Baked Goods

A limited number of baked goods will be made weekly over the winter months. If you have a favorite, Baker Sally is happy to make it for you. Call 717-361-4520 to leave a message with your order or order online at MVFarmmarket.com.

Never Too Cold for Ice Cream

The Orchard View Café is closed for the season, but you can purchase a variety of ice cream flavors from Windy Knoll Creamery in our freezer case.





WINGS

\$9.50 per dozen



**ORDER
WINGS
FOR THE
BIG GAME!**

PREPARED BY MASONIC VILLAGE CATERING, wings must be ordered by the dozen. Order includes celery and bleu cheese dressing for dipping.

Choices of sauce include: hot, medium, mild, BBQ or sweet Thai chili. Wings may also be ordered plain. You may select up to two sauces per dozen. Each additional sauce may be selected for \$1 extra. Orders must be received by **TUES., JAN. 28, BY 3 P.M.**

Order by calling ext. 33501 or emailing jsweigart@masonicvillages.org. Pick up orders hot on Sunday, Feb. 2, from Noon - 3 p.m., outside the Brossman Catering Kitchen.

OD & T Classes

To schedule the OD&T classes, contact **Todd Weitzel**, OD&T administrative assistant, at ext. 33390 or tweitzel@masonicvillages.org.

All classes are held in the Masonic Health Care Center's Washington 1 Classroom, unless otherwise noted.

Annual Abuse Awareness

Monday, March 2 (6:15 - 7:15 a.m., 9:30 - 10:30 a.m., 1 - 2 p.m., 2:30 - 3:30 p.m., 9:30 - 10:30 p.m., 10:30 - 11:30 p.m.)

Basic Life Support Provider (CPR)

Wednesday, Jan. 15 (11:30 a.m. - 3 p.m.)
Tuesday, Feb. 11 (11:30 a.m. - 3 p.m.)
Tuesday, March 10 (11:30 a.m. - 3 p.m.)
Tuesday, March 10 (5:30 - 9 p.m.)

Dementia Bootcamp

(Two day course - must attend both days)
13 RN CE Credit Hours
Day 1: Monday, Feb. 17 (8 a.m. - 4 p.m.)
Day 2: Tuesday, Feb. 18 (11 a.m. - 7 p.m.)

Fish! NEW CLASS

Wednesday, March 18 (8 - 10 a.m.)

From Healthy Aging to Alzheimer's Disease: Keeping A Grip on the Slippery Slope

Encore presentation by
Dr. Charles J. Duffy, MD, Ph.D.,
Penn State Health Neurology
Roosevelt Assembly Room located in the
Masonic Health Care Center
Thursday, Feb. 13 (1 - 2 p.m.)

Hand in Hand

Monday, March 16 (8 a.m. - 4 p.m.)

Heartsaver First Aid

Thursday, Jan. 16 (11:30 a.m. - 3 p.m.)
Wednesday, March 11 (11:30 a.m. - 3 p.m.)

I'm in C.H.A.R.G.E.

(10-week weight loss Wellness Program)

Must Attend All Classes

Tuesdays (2 - 3 p.m.)

Feb. 4, 11, 18 and 25; March 3, 10, 17, 24 and 31;
and April 7

Many Ways to Meditate and Be Mindful NEW CLASS

Thursday, March 5 (9 - 10 a.m.)

Resident Advocate Training

2 RN CE Credit Hours
Wednesday, Jan. 29 (8 - 10 a.m.)
Wednesday, Feb. 26 (8 - 10 a.m.)

Validation Training

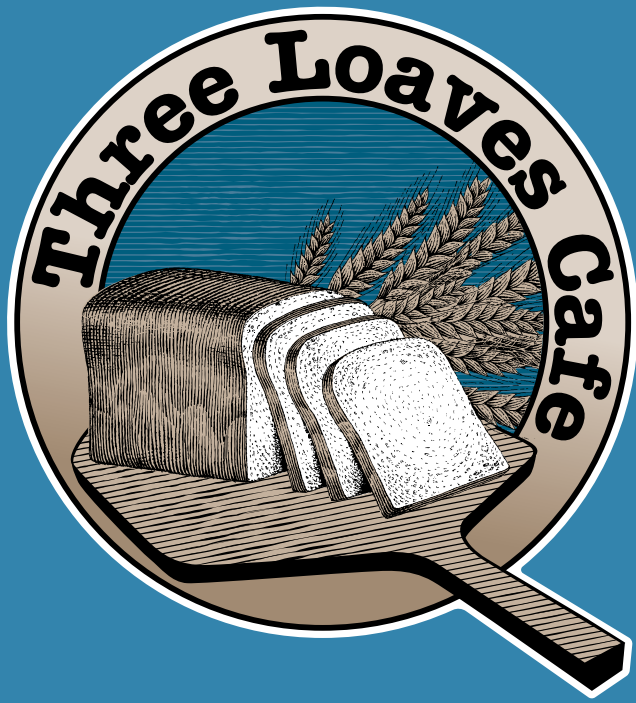
(Three-day course - must attend all three days)

19 RN CE Credit Hours

Day 1: Tuesday, March 17 (8 a.m. - 4 p.m.)

Day 2: Tuesday, March 31 (8 a.m. - 4 p.m.)

Day 3: Tuesday, April 13 (8 a.m. - 4 p.m.)



Specials

Jan. 12 - 18

Grilled Ham & Cheese Sandwich \$5.50

Broccoli & Cheddar Cheese Pizza \$6

Cherries & Cream French Toast \$5.75

Cherry Smoothie \$3.50

Jan. 19 - 25

Grilled Turkey & Spinach on Rye \$5.50

Spinach Roasted Red Pepper Pizza \$6

Cinnamon Apple French Toast \$5.75

Strawberry Lemonade Smoothie \$3.50

Hours:

Monday - Sunday, 7 a.m. - 4 p.m.

Breakfast served all day!

Lunch menu begins at 10:30 a.m.

Employee Meal Program

Tuesdays:

Jan. 21; Feb. 4 & 18; March 3, 17 & 31;

April 14 & 28; May 12 & 26; June 9 & 23; July 7 & 21; Aug. 4 & 18;

Sept. 1, 15 & 29; Oct. 13 & 27; Nov. 10 & 24; Dec. 8 & 22

The program provides frozen meals from our family to yours, from restaurants at Grand Lodge Hall and the Culinary Arts Center. Our employees are core to our Mission, and if you have a need, we want to be there for you. Employees may pick up food from the Employee Meal Program, from 1:45 - 4:30 p.m., outside the Brossman Kitchen.



NEW FOR 2020

FREE Baird Wellness Center Memberships

Full-time and part-time regular employees are eligible to enroll for a FREE membership to the Baird Wellness Center. For existing members who currently have an employee deduction from their paycheck, the Payroll Department will stop these deductions starting in January. The Baird Wellness Center is open daily from 5 a.m. - 9 p.m.

Show your employee badge to wellness staff to enroll.

Baird Wellness Center Staffed Hours:

Monday - Friday: 7 a.m. - 6 p.m.

Saturday: 7 a.m. - 3 p.m.

717-361-5699

BWC@masonicvillages.org



New for 2020: Wellness Preventative Exam or an EAP Session

**For All Employees and Insured Spouses
- Reward \$50**

Employees have from Jan. 1 - Sept. 30, 2020, to complete this initiative. To receive the \$50 reward, employees must have completed a Wellness Preventative Exam or have been to one Employee Assistance Program (EAP) session.

The wellness preventative exam is your yearly check-up with your family physician.

The EAP is a professional, confidential service that helps employees and their immediate family members identify and resolve personal problems that may be affecting them either at work or in their personal lives.

Appointments are required. Please call 1-800-673-2514. The staff will refer you to a WellSpan EAP provider in your area. For more information on EAP, go to <http://www.wellspaneap.org/>.

The proof of completion must be documented. You will need to obtain a note from your physician or EAP provider on professional office letterhead or prescription pad.

If you have a preventative exam or EAP visit scheduled between October and December 2020, please provide proof of these scheduled appointments and you will receive the reward.

Email proof of completion of your Wellness Preventative Exam or EAP visit to **Connie Kopp**, director of risk management, at ckopp@masonicvillages.org any time until Sept. 30, 2020.

New for 2020: Nutrition Counseling For All Employees and Insured Spouses -



Masonic Village is partnering with Wellness Coaches to provide an on-site registered dietitian at no cost to employees. Employees are eligible to attend up to six nutrition counseling sessions through Sept. 30, 2020. To receive the reward, employees must attend at least four sessions. There will be five locations on campus to choose from: Berks, Grand Lodge Hall/Freemasons Cultural Center, Masonic Health Care Center, Maintenance Barn and the James Buchanan Clubhouse. The counseling sessions are allowed on work time with permission from your supervisor.

The intake form will be available online to fill out before your first meeting with the registered dietitian. You will be required to bring your insurance card and one form of ID to each session. After each session, you will receive a note from the registered dietitian as proof of attendance. Please keep this proof of attendance until the end of the year.

SAVE THE DATE! NUTRITION COUNSELING SIGN-UP SESSIONS

Sign-up to earn your \$150 Reward

Monday, Jan. 20, from 10 a.m. - 1 p.m., Village Café located in the Masonic Health Care Center
Tuesday, Jan. 21, from 10 a.m. - 1 p.m., Freemasons Cultural Center Atrium

Come to either of these sessions to sign-up for your first counseling session, ask questions and pick up information.

Note that for each scheduled nutrition counseling session, staff and insured spouses must bring a form of ID and proof of insurance.

To schedule appointments online, look for a link in a future Teambuilder.



Build healthy lifestyle habits that work for you

If you are not at your ideal weight, chances are you may not feel your best. But carrying even a few extra pounds can increase your risk for developing many conditions, including prediabetes.

Lifestyle changes that fit your life

Feel better, have more energy, reduce stress, and lose weight. With coaching and the support of our community, you can build healthy habits that can last a lifetime.

Our Diabetes Prevention Program offers two ways to engage. Both are **12 months** in length, comprehensive, recognized by the Centers for Disease Control and Prevention (CDC), and available **at no cost to you** as part of your Highmark coverage, if you meet the criteria on the CDC prediabetes screening tool.

RetrofitSM online and mobile app

The Retrofit program provides you with resources like expert-led classes, an online community for peer support, food, weight, and activity tracking, personalized coaching and much more. You'll also receive a digital scale and activity tracker to make it easy for you to monitor your progress on Retrofit's dashboard using your computer or their mobile app.

YMCA

The YMCA program is delivered in-person. Enrollees in this program attend structured sessions at on-site locations. This is a year-long program of 25 sessions led by a trained Lifestyle Coach. Coaching sessions for nutrition, behavior, and exercise are included, along with food, weight, activity tracking and peer support.

To confirm if a YMCA near you offers this program, simply visit ymca.net/diabetes-prevention/locate-participating-y/ and enter your ZIP code.

Get started today!

To see if you meet the criteria for prediabetes and are eligible for the program, complete the CDC Prediabetes Screening Test on the back of this flier. If you qualify, follow the steps below to enroll.

- Log in to your member website, found on the back of your member ID card.
- Click on **Diabetes Prevention**.
- Select either the **Retrofit** or **YMCA** link.



With either option, you'll get:

Expert coaching



Engaging lessons



Support of a community of individuals just like you



Have questions? We can help.

Blues On CallSM is here to answer your questions and help you achieve your health goals. You can reach Blues On Call at the number on the back of your member ID card.

CDC Prediabetes Screening Test

One in three American adults has prediabetes, and most don't know they have it! Prediabetes can lead to diabetes, which has no cure. But prediabetes can be reversed with the right lifestyle changes.

Could you have prediabetes?

Prediabetes means your blood glucose (sugar) is higher than normal, but not yet diabetes. Diabetes is a serious disease that can cause heart attack, stroke, blindness, kidney failure, or loss of feet or legs. Type 2 diabetes can be delayed or prevented in people with prediabetes through effective lifestyle programs.

Take the first step. Find out your risk for prediabetes.

Take the test — know your score.

Answer these seven simple questions. For each "Yes" answer, add the number of points listed. All "No" answers are zero (0) points.

Yes No

- Are you a woman who has had a baby weighing more than 9 pounds at birth?
- Do you have a sister or brother with diabetes?
- Do you have a parent with diabetes?
- Find your height on the chart. Do you weigh as much as or more than the weight listed for your height?
- Are you younger than 65 years of age and get little or no exercise in a typical day?
- Are you between 45 and 64 years of age?
- Are you 65 years of age or older?



Add your score and check below to see what it means.

YES	NO
1	0
1	0
1	0
5	0
5	0
5	0
9	0

AT-RISK WEIGHT CHART			
Height	Weight*	Height	Weight*
4'10"	129	5'8"	177
4'11"	133	5'9"	182
5'0"	138	5'10"	188
5'1"	143	5'11"	193
5'2"	147	6'0"	199
5'3"	152	6'1"	204
5'4"	157	6'2"	210
5'5"	162	6'3"	216
5'6"	167	6'4"	221
5'7"	172		

*Weight in pounds

If your score is 3 to 8 points

This means your risk is probably low for having prediabetes now. Keep your risk low. If you're overweight, lose weight. Be active most days, and don't use tobacco. Eat low-fat meals with fruits, vegetables, and whole-grain foods. If you have high cholesterol or high blood pressure, talk to your doctor about your risk for type 2 diabetes.

If your score is 9 or more points

This means your risk is high for having prediabetes now. Talk to your doctor and consider enrolling in the Diabetes Prevention Program.

Highmark Blue Shield is an independent licensee of the Blue Cross and Blue Shield Association.

Retrofit and YMCA are independent companies that do not provide Blue Cross and/or Blue Shield products or services. Retrofit and YMCA are solely responsible for their products and services.

The Claims Administrator/Insurer complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN: Si usted habla español, servicios de asistencia lingüística, de forma gratuita, están disponibles para usted. Llame al número en la parte posterior de su tarjeta de identificación (TTY: 711).

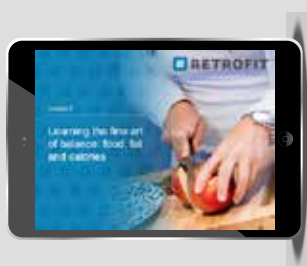
请注意：如果您说中文，可向您提供免费语言协助服务。请拨打您的身份证背面的号码（TTY：711）。

Retrofit Diabetes Prevention Program

PROGRAM OVERVIEW

Retrofit is a virtual lifestyle change program with convenient, easy-to-use technology and expert coaching so individuals can get healthier and achieve their goals. The program is designed to help participants lose weight, get more physically active and reduce their risk of type II diabetes.

PROGRAM COMPONENTS



WEEKLY DIABETES PREVENTION CLASSES

- Online videos that can be watched via phone or computer, anytime, anywhere
- Taught by Retrofit expert coaches
- Master's level exercise physiologists, nutritionists and behavior coaches



SUITE OF DIGITAL TOOLS

- Wireless scale
- Activity tracker
- Mobile app
- Online dashboard



EXPERT-MODERATED ONLINE COMMUNITY

- Made up of 10-15 participants focusing on pre-diabetes
- Led by Retrofit expert coaches



TWO, PRIVATE 1:1 COACHING SESSIONS VIA VIDEO CALL WITH THEIR RETROFIT EXPERT

- Unlimited one on one messaging with their coach

HOW IT WORKS

Participants will attend the first class via video conference so they can meet their coach and the fellow participants that will make up their community. They will watch future class videos on their phone or computer at the time and place of their choosing each week.

Our technology makes the Retrofit experience easy. When enrolled in Retrofit, participants receive a digital scale and activity tracker. These devices send data directly to their coach via our secure website. They will also receive a dashboard for their computer and app for their phone making it easy to track their progress and communicate with their coach and community anytime, anywhere.

Mission Statement

Our not-for-profit caring communities and services assist individuals, families and children in realizing their potential and enjoying the highest possible quality of life through the traditions of Freemasonry. "Teambuilder" Submissions & Questions:

717-367-1121, ext. 33383 or bbanta@masonicvillages.org

The "Teambuilder" is published biweekly by the Public Relations Department.

Reporting Violations

Masonic Village has established a compliance hotline through Lighthouse Services, Inc., to report fraud, unlawful, unethical and other types of improper behavior. Employees may contact Lighthouse Services by using the contact information below. Such reports may be made confidentially and anonymously.

Toll-free: 844-600-0095

www.lighthouse-services.com/masonicvillages

(Must include company name with report.)

Masonic Villages is a Member of LeadingAge, LeadingAge PA, Kairos Health Systems, MCSA.

