

**Are you looking to be more involved with VOA Mid-States?**

**Do you want to promote our Core Values?**



**Join our new Wellness Committee!!!**

As you have heard, our Wellness Committees have been restructured and we need YOU! We are looking for employees from all our areas to participate in committees. Time commitment will vary depending on your choice of committee. However, we expect at least meetings every other month and possibly once a month in the beginning.

This is a great way for all of us to familiarize ourselves with other colleagues and service areas. Bringing VOA Mid-States staff together to promote wellness for all employees and consumers. These committees are ours and intended for all employees to participate in, not just those in management.

The work we do every day is hard and we need to maintain focus on wellness for ourselves, our consumers and our agency.

Please review below the list of committees, purpose and current team members. Please let your supervisor know if you would like to join a committee. Once you have permission from your supervisor, please email the chairs of each committee to be added as a member or reach out to the Wellness Committee co-chairs:

Anne Vandervort [annev@voamid.org](mailto:annev@voamid.org) / Steven Fuller [stevenf@voamid.org](mailto:stevenf@voamid.org)

**Integrity Committee (formerly known as Risk)**

**CHAIRS:** Terry Richards [terryr@voamid.org](mailto:terryr@voamid.org) / Sean Dunbar [seand@voamid.org](mailto:seand@voamid.org)

**MEMBERS:** Andrea Walden, Carl Powell, [REDACTED] Doug Scofield, Elizabeth Gabbard, Gary Hodgson, Jennifer Hancock, Jennifer McMinn, Kim Caballeros, Lee Ann Weinberg, Paul Franz,

**MID-STATES**

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Rita Finnie, Sandra Riley, Sean Dunbar, Tamara Reif, Tanya Dickinson, Tiffany Cole Hall, Tim Delaney, Tom George, Tim Norris,

**PURPOSE:**

- Champion organization-wide effort to protect the vital assets of VOA and engage key stakeholders, including employees, in risk management activities.
- Report on Risk Management activities/outcomes/trends to the Board Finance Committee.
- Work in conjunction with the Chief Financial Officer to monitor and evaluate the insurance program, maintaining appropriate funding levels, accurate loss forecasting, claims management, loss prevention and cost containment programs.
- Integrate risk management and safety throughout the organization's programs.
- Review incident trends and develop a plan to address areas of concern
- Review loss run data related to workers compensation claims and other insurance property and liability claims.
- Receive and discuss and/or implement suggestions or recommendations for improving risk and safety.
- Conducts an annual risk and safety assessment and develops a Risk Action Plan to address areas identified during the assessment. The plan is reviewed quarterly by the Integrity Committee.
- Provide a report to the Finance Committee of the Board of Directors quarterly for review and approval.

**Justice Committee**

**CHAIRS:** Mysty Underwood [mystyu@voamid.org](mailto:mystyu@voamid.org) / Tommy Brooks [jerryb@voamid.org](mailto:jerryb@voamid.org)

**MEMBERS:** Heather Bingley, Laura Pauley, Steven Fuller, Robert Gibson, Christine Gonzalez, Krysten Kelch, Jennifer McMinn, Dustin Starnes

**PURPOSE:** Our committee is dedicated to increasing our client centered focus, increasing our customer service across all programs, & increasing our staff's trauma informed care awareness & skills. We will also work on suicide prevention efforts. There will be a thirty minute meeting on the even numbered months. Our first full member meeting is February 26<sup>th</sup> at 2:00 pm. Everyone is welcome to dial in and learn, and see if the topics are something that they are interested in. There will be a professional development initiative that will offer materials and/or trainings on a quarterly basis.

**Compassion Committee**

**CHAIRS:** Donna Trabue [donnat@voamid.org](mailto:donnat@voamid.org) / Ken Burke [kenb@voamid.org](mailto:kenb@voamid.org)

**MEMBERS:** Sam Abelseth, Randy Brothers, Rita Finnie, Steven Fuller, Jeff Gates, Jennifer Hancock, Jessa Henry, Mike Jupin, Jennifer McMinn, Carl Powell, Dustin Starnes, Mysty Underwood

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**PURPOSE:** The Compassion Committee creates positive change as it promotes and demonstrates in action the organizational value of Compassion in organizational culture, practices, activities, and events for our agency, our employees, and the community at large. The committee will review pertinent information and guidance external to VOA Mid-States to become aware of how other organizations and companies are promoting compassionate policies and practices and integrate into our organization where appropriate. Members will engage with community groups and in community events that demonstrate the value and impact of collective compassion and partnership. The committee will also review pertinent information regarding VOA Mid-States and how the value of compassion is expressed within the organization and to the broader community. Assess avenues and opportunities for increased promotion; practice and implement strategies to achieve. Committee members will become “compassion leaders” in the organization through promotion of self-compassion and equipping for the infusion of compassion practices in organizational life and operations.

**Commitment Committee (formerly known as Culture)**

**CHAIRS:** Alicia Bures [aliciab@voamid.org](mailto:aliciab@voamid.org) / Rachel Harrison [rachelh@voamid.org](mailto:rachelh@voamid.org)

**MEMBERS:** Robert Gibson, Mary Ellen Howard, [REDACTED]

**PURPOSE:** The commitment committee strives to celebrate commitment throughout the agency. Through employee recognition, wellness initiatives, team-building days, and more we will work to highlight and strengthen commitment at all levels of VOA Mid-States.

**Diversity Committee (formerly known as Cultural Competency)**

**CHAIRS:** Jessica Martinez [jessicam@voamid.org](mailto:jessicam@voamid.org) / Cora Stiles [coras@voamid.org](mailto:coras@voamid.org)

**MEMBERS:** Anne Vandervort, Monica Pennington, Randy Brothers, Tonya Nichols, Dominic Norwood

**PURPOSE:** The diversity committee is dedicated to creating an inclusive workplace that promotes and values diversity. We approach establishing a diverse working environment fearlessly and celebrate our differences. We are comfortable being authentic and embracing our differences. We know that by being mindful of our differences; whether it is age, race, gender identity, sexual orientation, physical and mental ability, ethnicity, religious beliefs, and perspectives, we are a better agency. We realize and take seriously that we need to be leaders in promoting understanding, acceptance and compassion when it comes to inclusion not just in our agency, but also the communities we serve.

