

Cedar Valley Hospice fosters a culture of respect, compassion and excellence

Managers understand that performance and the quality of care provided is a direct correlation between the happiness of the staff and a healthy work-place culture. "I have worked here for 15 years, and it's easy to see that Cedar Valley Hospice cares about each employee," said Clinical Services Manager Nathan. "They offer flexible hours and schedules to accommodate your family needs because they realize life extends beyond the job and that the happiest employees are ones who can manage work and home life."

Development Director Suzanne agrees. "Cedar Valley Hospice is the best place to work because they genuinely care about the quality of life for our patients and for each of us as employees. Leadership provides consistent, thoughtful feedback that helps us grow and provides recognition for a job well done. They support us learning new skills and encourage us to keep developing. Most of all, we are a team. We do not just say we live our mission; we prove it every single day."

Creating a Positive Culture

A positive working environment starts with leadership. Cedar Valley Hospice works diligently to create an engaged culture that is inclusive, transparent and fun amidst the seriousness of their work.

Endeavors that employees say they appreciate the most are:

- SWAT (Super Workers Achieving Togetherness), a committee who plans activities and fun outings to help foster interaction among coworkers.
- Monthly meetings with the executive director to promote transparency.
- Flexible work schedules to allow for better work-life balance.
- Regularly scheduled team-building days to spend time together outside of work to help foster deeper connections.
- Wellness programs and benefits that support physical and mental health.

Carrie, a member of the finance team, said she appreciates that her employer genuinely cares about their employees as much as the community.

"I've never seen professional relationships and partnerships among companies and organizations in the community like I have seen at Cedar Valley Hospice," said Carrie.

"It's a great feeling knowing that I work for a company that makes such a difference in people's lives by caring for those facing serious illness and still seeking curative treatment, providing hospice services, grief counseling, support for caregivers and for people living with HIV."

Spiritual Care Counselor Rusty is most impressed by the skilled and compassionate people he considers himself grateful to work alongside of.

"I have never worked in a place that strives for excellence like Cedar Valley Hospice does. It is nice being a part of a team of people who genuinely care for others – which includes their coworkers, patients, and families," he said.

Director of Clinical Services and Executive Team Member Stacy Weinke is Cedar Valley Hospice's longest running employee at 28 years. Throughout her tenure, she has seen healthcare advance dramatically. She remembers carrying a pager and having to keep quarters in your car to stop and use the pay phone to reach out to a family. Through all the growth, she said many things have remained constant – above all, Cedar Valley Hospice's commitment to the

well-being of its team and exceptional patient care.

"This organization exemplifies integrity in every aspect of its operations, consistently placing people at the heart of its mission, whether they are patients, families or employees.

Leadership demonstrates a steadfast commitment to valuing its staff,

recognizing that supporting caregivers is essential to providing exceptional care to patients and their loved ones," said Stacy. "By fostering a culture of respect, compassion and excellence, Cedar Valley Hospice sets the standard for what it means to be an Employer of Choice. Their unwavering dedication to both employee and patient care makes them truly deserve this recognition."



Top Photo: Employees Melissa and Kelly celebrate with Terri, who recently retired from Cedar Valley Hospice after 17 years working in the finance department. Celebrating milestones like retirements, marriages and new babies are always a welcomed tradition at Cedar Valley Hospice.

Left Photo: Clinical team members (from left to right) Mendy, Taryn and Lynna take a break from their day for some fun with stick-on mustaches.

Bottom Photo: Staff members enjoy some camaraderie at this year's staff picnic located at the Cedar Valley Arboretum.

