

SEPTEMBER 2024

PennCares Newsletter

Fall Edition



Welcome

As the leaves turn and the air grows crisp, we at PennCares are thrilled to share our latest updates and stories with you. As a non-profit dedicated to enriching the lives of older adults, individuals with disabilities, and children in our community, we've been busy providing in-home non-medical care, early intervention services, and professional educational trainings. In this edition, we'll highlight upcoming events, job opportunities, and all the wonderful things happening at PennCares. Thank you for joining us on this journey of compassion and care during this cozy season!

-PennCares

In this newsletter you can expect:

Summer Recap

Job Opportunities

Employee Spotlights

What's New?

World Alzheimer's Awareness Month

Let's Talk About It: Burn-Out

Upcoming Educational Trainings

Fall Recipe and Trivia (chance to win!)

and more!





Summer Recap

This summer, PennCares had the pleasure of engaging with our community through a variety of exciting events. In June, we kicked off the season with a sweet success at our Handel's Ice Cream fundraiser in York, where we enjoyed delicious treats while raising funds for our programs. July brought more community connection as we set up a booth at the Snacktown Street Fair, where we met many of you and shared more about our services. Finally, in August, we wrapped up the summer with a bustling yard sale at our home office in Hanover, offering great deals and further supporting our mission.

We're incredibly thankful for these opportunities and look forward to continuing our mission to make a positive impact in the lives of those around us. The memories we've made and the relationships we've built this summer are something we'll cherish as we move forward, always striving to serve our community with passion and dedication.



September 26, 2024

Upcoming Fundraiser

We're about to put the fun in fundraiser. Join us for a family fun night of go carts, arcade games, Rita's Italian Ice and more! Here are the details:

- Date: September 26, 2024
- Time: 4pm-8pm
- Location: 110 Hickory Lane
Hanover, PA 17331

All are welcome to participate! All purchases made between 4pm & 8pm will go towards our programs. Come on down to Hickory Falls and have a good time supporting a great cause!



Employee Spotlight

After more than 25 years of nurturing and educating young minds as a teacher in our Child Development Group and Preschool, Debbie Zipfel has officially retired. Debbie's warmth, patience, and dedication have left a lasting impact on countless children and families. Although she's stepping back, we're delighted that she will continue to support us occasionally as a substitute teacher. To show our appreciation, we gifted Debbie with Steeler's tickets – an exciting way to celebrate her retirement. We wish her all the best in this next chapter!





Celebrating Support

PennCares is excited to announce that we have received a \$10,000 grant from the York County Community Foundation for Embracing Aging! These funds will support our initiative to bring engaging sessions of Wits Workout and LEGO SERIOUS PLAY to senior centers across York County, promoting mental stimulation and creativity among older adults.

In addition, we are honored and grateful to be a recipient of The Foundation for Enhancing Communities Mechanicsburg Grant in the amount of \$9,732. This funding will enable us to offer valuable dementia-related training sessions in the Mechanicsburg area, helping both caregivers and community members better understand and support those living with dementia.

We look forward to making a positive impact with these projects!

Dementia Live

PennCares recently traveled to Blair County to Homewood at Martinsburg to provide a dementia simulation training called Dementia Live. This is a unique opportunity to understand the challenges that are faced by individuals with dementia. Wearing specialized gear, participants are thrown into the world of dementia resulting in increased empathy and better care practices. Trainings like this are essential in the fight against dementia. If you are interested in bringing this training to your facility, email Executive Director, Deborah Allen at dallen@penncares.org.



Alzheimer's Awareness

Alzheimer's disease is the most common form of dementia. Dementia is a brain condition that affects parts of the brain that control thought, memory, and language. Deaths related to Alzheimer's disease have increased over the past 16 years in every race, sex, and ethnicity category, and will most likely continue to increase as the population continues to age.

Although everyone's brain changes as they age, it's important to understand that Alzheimer's disease is not a normal part of aging. Memory loss is typically one of the first warning signs of Alzheimer's disease, but occasionally forgetting words or names does not mean a person has Alzheimer's. There are other signs that someone in the early stages of Alzheimer's disease may experience in addition to memory problems. Remember: if you forget where you placed your car keys don't panic, if you forget how to drive, it may be time to make an appointment with your doctor.

More than 55 million people across the world are affected by this terrible disease. Whether you fundraise for the cause, share information about Alzheimer's or talk to a loved one about dementia, you can make a difference.



NCCDP
National Council of Certified
Dementia Practitioners

Six Strategies for Caregivers: Supporting Persons Living with Dementia

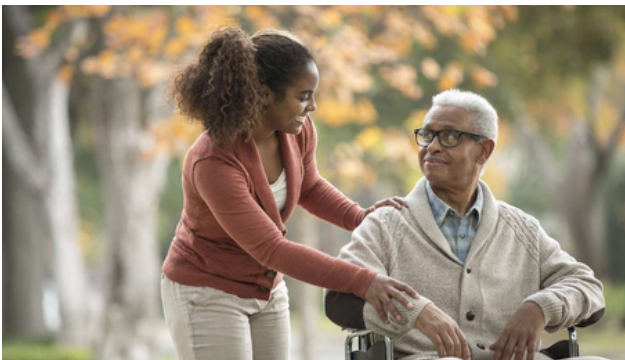
Click [here](#) to read the article from NCCDP.





We're Hiring

EXPLORE EXCITING OPPORTUNITIES AT PENNCARES AND BE PART OF A TEAM DEDICATED TO MAKING A POSITIVE IMPACT ON INDIVIDUALS' LIVES.



Part-Time Caregivers

FRANKLIN, YORK, & ADAMS COUNTIES

Be a part of improving the quality of life for individuals with disabilities and the elderly. Assist to allow individuals to maintain their independence in their own homes. Gain fulfillment and build positive 1-on-1 relationships with people as you assist them in their daily lives.

Part-Time, no experience necessary

Pays up to \$16.00 an hour

Flexible Hours & Great Benefits!



Early Intervention Therapists

FRANKLIN, YORK, ADAMS, & FULTON COUNTIES

Are you passionate about empowering children and their families to overcome challenges and reach their full potential? We are thrilled to announce incredible job openings for: Special Instructors, Physical Therapists, Speech Therapists, and Occupational Therapists.

You can play a vital role in transforming lives and shaping a brighter future!



[APPLY NOW!](#)



Upcoming Educational Trainings



October 29th – Dementia Live! | West Chester | 9:30am – 3:30pm | 30 minute time slots

We will be at the Chester County MH/IDD Office on October 29th offering an impactful dementia simulation. This brief and interactive training is necessary for anyone who works with, cares for, or knows an individual with dementia.

November 7th – Dementia Live! | Chambersburg | 9am – 3pm | 30 minute time slots

We will also be offering Dementia Live on November 7th at Menno Haven in Chambersburg. All are welcome to come and experience what life is like with dementia.

November 8th – How to Manage & De-escalate Combative Behaviors in Individuals with Dementia | Mechanicsburg | 9:00am – 11:30am | only 40 spots available

This training will discuss the causes of combative behavior in individuals with dementia and share practical affective responses to these behaviors. We will review case studies and current research on how others have successfully operated with these obstacles. PennCares' trainer and Board Certified Behavior Analyst, Erin Edwards will present this training at Messiah Lifeways in Mechanicsburg. Spots are limited.

November 15th – Vicarious Trauma: Impact to the Helpers | Webinar | 9am – 12pm

Join us via webinar as we review some of the research available in the field of vicarious trauma, including some risk factors and protective factors for caregivers. We will discuss and practice developing a personal wellness plan for managing symptoms.

January 16th – Family Dynamics in Dementia Care | Webinar | 10:00am – 11:30pm

The purpose of this presentation is to highlight some of the relationship changes that may occur within the family. In addition, it is also to give both family members and professionals some understanding of the respective challenges faced when dealing with dementia-related illnesses. PennCares' Trainer and Family Peer Support Specialist, Lisa Kennedy will present via webinar.

February 21st – It's More Than Just Stuff: Addressing Mental Healthcare Needs in Hoarding Disorder | Webinar | 9am – 12pm

During one of PennCares' most popular trainings, we will review the diagnostic criteria for hoarding disorder, as well as other common behaviors and cognitions observed in the disorder. We will discuss in detail and practical application specific treatment interventions that have shown to be effective. Erin Edwards, BCBA, will present.

March 26th – Communication & Behavioral Challenges of Dementia | Mechanicsburg | 9:30am – 11:30am

We will be at the Legend of Silver Creek in Mechanicsburg to present this workshop which will focus on how individuals with dementia communicate their needs and wants at the various stages of their disease process. Professionals, family, and friends will learn how to effectively interpret and respond to their needs and wants.

To learn more or to register for any of our trainings, please click [here](#).





What's New at PennCares?

This fall season brings many new and exciting initiatives for PennCares. We are excited to welcome our newest class of preschoolers to our children's program, as they start their educational journey at our office in Hanover! Our little learners have hit the ground running, ready to explore, grow, and engage in fun, educational activities under the guidance of our dedicated teachers. We can't wait to see all they'll accomplish this year!



Our Early Intervention program in Chambersburg has more than doubled the number of clients since the beginning of the year and continues to grow. We at PennCares' continue to remain committed to stimulating healthy growth and development through working with children and their parents utilizing strategies to assist with any delays and by using a coaching model with the parents that will assist them in working on these strategies when we are not with them. Our Early Intervention staff will be attending a day of training to help them grow in their roles on September 26.



Trivia

Email the correct answers to the trivia questions to trainings@penncares.org and be entered to win a gift card of your choice!

Who was the first group of people in history to use scarecrows?

What was Johnny Appleseed's real name?

What year was the first Thanksgiving?

Which president first pardoned a turkey?

What percentage of a pumpkin is water?

Bonus: The tradition of pumpkin carving started in Ireland. Instead of pumpkins, what did they originally carve?



Employee Spotlight

We'd like to welcome our newest PennCares' team member: Susan Cooper-Assi!

As our new assistant teacher, Susan will be assisting our head teacher, Lynne Clingan, in our Child Development and Preschool groups. This role marks a return for Susan, as she previously assisted with our child development and preschool programs.

We're thrilled to have her expertise and passion back at PennCares, and we look forward to the positive impact she will continue to make on the children and families we serve!



Employee Spotlight

For this fall edition of the PennCares' newsletter we'd like to acknowledge long-time caregiver, Rose Kopp.

Rose has been with PennCares for almost 17 years! She has shown up and created lasting relationships with her consumers. She has been a safe space for them to go to. She does a great job at communicating with the office and helps to provide insight as to how we can improve together. Rose is a valued employee and we are excited to recognize her.





Strategies for Toddler Language Development

- Label words and actions constantly, narrating throughout the day.
- Provide 2 choices, to model vocabulary and phrases
 - To elicit verbal responses, pause before giving the desired object to him/her, to give them time to respond verbally.
 - Repeat their choice verbally as you present it to them.
- Model expanded phrases, just one level above the child's verbal level.
 - If they're speaking one-word utterances, use 1 to 2 word phrases. If they're speaking 1 & 2 word phrases, then use 2 to 3 word phrases, etc.
- After many repetitions of songs and/or reading repetitive books, when singing/reading repetitive songs/books, use expectant pauses (pause before the last word(s) to allow for the child to fill in the word(s) verbally
 - For example, "The wheels on the bus go round & round, round & round, round & round; the wheels on the bus go"...(pause) round and round (hopefully your child will respond, or else model it for them).
 - If he/she doesn't respond after 5 seconds, fill in the word/phrase.
- Ask simple questions and again use 2-choice answer models, using pauses to allow the child time to respond. If no response, model answer.
- Use visual cues and gestures as often as possible.
 - Gestures or signs with words
 - Pointing to the objects your talking about
 - Point to pictures as you talk about them.

PennCares provides early intervention for children from birth to three years of age who are evaluated and determined to have 25% delay in any developmental area or a diagnosed disability. Therapies focus on coaching parents and caregivers on the activities and methods that will enhance and improve the child's developmental skills. All services are provided in familiar settings to the child. If you'd like to learn more about our Early Intervention program, please contact Early Intervention Program Manager, Airica Evangelista-Simmers at aevangelista@penncares.org or call 717-632-5552 ext. 3100.





Unlocking Creativity with LEGO® SERIOUS PLAY®

PennCares is now offering a new workshop for senior centers and long-term care facilities, entitled **LEGO SERIOUS PLAY**. Executive Director, Deborah Allen, was recently trained and certified as an official LEGO SERIOUS PLAY facilitator. This 1.5 hour interactive group session allows and encourages older adults to exercise their creativity, share their stories, and reflect on their lives, all through the use of LEGO blocks.

We recently presented for our first group of older adults at the White Rose Senior Center in York, PA. We were honored and excited to learn more about the older generation of York County. Creativity was sparked, memories were shared, and connections were made, all through one session of LEGO SERIOUS PLAY.

The responses from participants were overwhelmingly positive, with many expressing how the hands-on activity brought them joy and sparked creativity. One participant shared, "This workshop made my whole day," while another commented, "I didn't even remember that story until I started building." One enthusiastic individual noted, "This is great practice for playing with the grandkids," and another shared, "I would recommend this to anyone who'd like to learn how to play."

Building on this success, we are excited to expand the reach of LEGO SERIOUS PLAY by presenting it to professionals in the healthcare and education fields. PennCares' will be presenting this workshop at the Strategies: Educational Excellence for Health Care Providers and Educators Conference on November 15 at the Wyndham Garden in State College, PA.

STRATEGIES: Educational Excellence for Health Care Providers and Educators

33rd Annual Conference
November 14-15, 2024 | Wyndham Garden State College

LEGO SERIOUS PLAY is a unique way to inspire creativity, foster meaningful connections, and tap into the playful side that is sometimes forgotten. We believe that everyone can benefit greatly from this interactive method of engagement.

To learn more or to bring this fun and interactive workshop to your senior center or care facility, please contact Deborah Allen at dallen@penncares.org or call 717-632-5552 ext. 4101. We're excited to bring this groundbreaking training to older adults across Pennsylvania!





AUTUMN

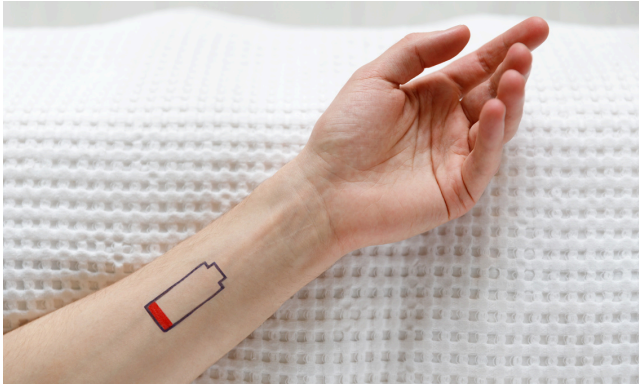
WORD SEARCH

WORD LIST

- ACORN
- AUTUMN
- BONFIRE
- BRISK
- CIDER
- CORN
- CRISP
- EQUINOX
- FALL
- FESTIVAL
- FOLIAGE
- FOOTBALL
- GOURD
- HALLOWEEN
- HARVEST
- HAYSTACK
- JACKET
- LEAVES
- NOVEMBER
- OCTOBER
- PINE CONE
- PUMPKIN
- SCHOOL
- SEPTEMBER
- SQUASH
- SWEATER
- THANKSGIVING
- TREES

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<https://everydaychaosandcalm.com>



Let's Talk About It: Burn-Out

We've all seen it—staff members who are visibly burned out but continue to push through the workday, managing client caseloads like they're running on fumes. It's a familiar scene, but do we fully understand the consequences?

Here's the reality check: Burned-out employees are 63% more likely to take a sick day and 2.6 times more likely to be actively seeking a new job. When this happens, it's not just about missing a day or two of work or dealing with turnover—this can create a ripple effect that impacts the entire organization.

When burnout is left unchecked, it leads to:

- 1.Reduced Quality of Care: Burned-out staff may unintentionally provide subpar services to clients, impacting client outcomes. Up to 50% of helping professionals report feeling emotionally exhausted, leading to less empathy and engagement with clients.
- 2.Higher Error Rates: Mental fatigue and reduced cognitive function due to burnout can result in mistakes—small or big—that can have significant consequences, especially in fields where every detail counts.
- 3.Lower Morale Across Teams: One burned-out employee affects team morale. When the “keep pushing through” culture becomes the norm, it can lead to collective burnout, impacting overall productivity and engagement.
- 4.Increased Organizational Costs: Burnout contributes to turnover rates and absenteeism, costing organizations between \$3,400 to \$10,000 for every new hire, not to mention the lost knowledge and training investment!

What Does This Mean for Organizations?

- Organizations need to move from reactive to proactive. Instead of waiting for burnout to take its toll, let's build systems that support resilience and well-being.
- Encourage Real Rest: Normalize taking breaks, using PTO, and actually disconnecting. If we don't model it, staff won't feel safe doing it.
- Create Safe Spaces for Conversations: Regular check-ins about workload, emotional well-being, and support. Are we listening, or just checking off boxes?
- Invest in Continuous Training and Support: Provide training on managing burnout, compassion fatigue, stress, and leadership development—because this is not a one-time workshop fix.
- Organizations that prioritize well-being not only retain their talent but also foster environments where everyone—staff and clients alike—can thrive.

Ready to make your team's well-being a priority?

Send our Executive Director, Deborah Allen, an email at dallen@penncares.org and let's chat about our workshops on Compassion Fatigue, Vicarious Trauma, and Caring for the Caregiver.





Fall Recipe



Instructions:

1. Preheat your oven to indicated temperature on the box mix or brownie recipe.
2. Lightly spray a 9-inch square baking pan with cooking spray. Line with parchment paper leaving an overhang for easy removal. Alternatively, line a 9-inch square pan with foil and spray lightly with cooking spray. Set aside.
3. Prepare the brownie mix as directed using ingredients indicated on the box. Stir in chocolate chips and set aside.

Cheesecake Layer

1. Using a stand mixer or hand held mixer, beat the cream cheese until light and fluffy.
2. Add in the sugar and beat until combined. Beat in the egg and vanilla extract until smooth.
3. Add in pumpkin and pumpkin pie spice and mix until smooth and combined.
4. Spread half of the brownie batter into the prepared pan and smooth the top with a spatula.
5. Spoon the cheesecake filling over the top of the brownie batter and carefully spread into a thin layer with an offset spatula.
6. Spoon the remaining brownie batter over the top and drag the tip of a knife through the batter to create a swirl pattern.
7. Bake for 40 to 45 minutes or until an inserted toothpick comes out with a few moist crumbs. (Don't rely on the time so much as the inserted toothpick)
8. Let cool completely in pan. Use the parchment paper or foil overhang to pull the brownies out and cut into squares.
9. Store leftovers in an airtight container

Pumpkin Cheesecake Brownies

Prep Time: 15 minutes
 Cook Time: 40 minutes
 Yield: 16 servings

Ingredients:

Brownies

- 1 brownie box mix or make your own
- 1 cup semi sweet chocolate chips

Cheesecake Layer

- 8 oz cream cheese
- 1/2 cup granulated sugar
- 1 egg room temperature
- 1/2 tsp vanilla extract
- 2/3 cup pure canned pumpkin, not pumpkin pie filling
- 2 teaspoons pumpkin pie spice

Thank you for reading!



717-632-5552

www.penncares.org

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