



## Did you know?

Episcopal Homes celebrates its 125th Anniversary in 2019. Sister Annette Relf had a vision in 1894 and, while our services have expanded, our mission remains true to enriching lives and building community with older adults.

**Stay tuned for details about this historical milestone!**

## Open for Healing!

### After construction, the new and improved Transitional Care Unit opens.

A newly designed and configured therapy gym is the highlight of Episcopal Church Home's recent capital improvement project. In the previous space, therapists, patients and equipment were crowded. Now, with more than double the square footage, and updated equipment, every patient has ample opportunity to recover in a top-notch rehabilitation facility.

In addition, both TCU guest and resident dining rooms were renovated, creating a full kitchen for elders residing in our Gilbert House. Now elders come early, joining staff cook Regina Sparkman while she preps for dinner. Regina says, "Our new open kitchen is very homey. The sights and smells trigger memories and we love to talk about good food!"

This renovation was part of a \$1.5 million facilities investment in 2018 funded, in part, by the State of Minnesota. The project will keep Episcopal Homes competitive with nearby newer short term care facilities, while we continue to be recognized for our extraordinary care and hospitality.



### Tour the TCU Today!

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**Terri McNeill**, a recent TCU guest, chose Episcopal Homes for her short term stay because she lives in the neighborhood and knew other elders living in Episcopal Homes communities. "I watched this place get built," she said. During her stay Terri took advantage of additional therapies offered, like Healing Touch, where certified providers offer healing through therapeutic touch. She also bonded with many nursing staff, like **LPN Angerline Chubby** (see Scholarship feature). Terri said "She makes me feel like I'm important. She listens to me. She knows that I know my body the best."

FALL 2018

All the news that fits - from our homes to yours



## Learning over a Lifetime

**From 1 to 101, we are always learning.**



## Enrichment through education is engrained in our mission.

It's not difficult to get excited about sharing this issue of At Home with you. At Episcopal Homes, we value education in so many forms: for our residents, our young friends at Kinder Village, our staff and even for our organization as a whole.

When I walk around our campus, I'm inspired by all the learning moments that I see, great and small. From lively discussions of structured classes hosted by Creative Ventures, ongoing training that keep staff skills sharp, and Spiritual Life-led book studies, to lively Kinder Village children exploring the campus with their teachers, there is no doubt that the learning never stops at Episcopal Homes.

Just as our founder Sister Annette Relf was accountable to the needs of elders in her community, Episcopal Homes continues to uphold her commitment to social accountability. This exercise conducted annually by our Social Accountability and Responsibility Committee documents and measures the many ways we impact our Twin Cities community.

We strive to improve, because no matter how well we are doing, we can always do better.

Marvin Plakut  
President & CEO

## Social Accountability is our Responsibility

2017 Benefit of \$2,700,085

Episcopal Homes' mission is to enrich life and build community with older adults. We fulfill our non-profit mission through a commitment to social accountability and responsibility. Episcopal Homes has contributed \$2.7 million in cash & in-kind services to the community in 2017.

### Serve Regardless of Ability To Pay

**\$1,819,676** Episcopal Homes upholds its mission to elders regardless of their ability to pay. Funding does not cover the full costs of programs and services. Funds raised through the Episcopal Homes Foundation fill some of the gaps that reimbursement does not cover.



### Improve Quality of Life

**\$686,395** Episcopal Homes engages and enriches older adults' lives through physical, social, spiritual, and creative programming.

### Reach out to Under-served

**\$59,216** Episcopal Homes facilitates resident and staff-led initiatives to give back to the St. Paul community, including toy drives, clothing drives, quilt donations, meal services, and access to community spaces.



### Improve Access to Needed Services

**\$41,120** Episcopal Homes also provides free or limited-fee transportation to and from grocery stores, social and cultural venues and a variety of outings that older adults may not otherwise have access. Episcopal Homes also provides space for health providers to deliver clinical services.

### Demonstrate Leadership

**\$54,749** Managers, directors, and staff share time and talents with the greater community as well as industry professionals through educational presentations, committee participation, professional services, employee scholarships, training and more.



### Improve Health in the Community

**\$38,929** Episcopal Homes extends health clinics, diabetes education, healthy eating programs, and physical fitness initiatives to residents and older adults in the greater community.



## Honoring by Giving

Thank you to all of you who remembered family, friends and loved ones through a recent memorial or tribute gift. The listing below reflects memorial and tribute gifts given from March 1 to July 31, 2018.

## Gifts Given in Memory of:

### Bob Abel

Friends & Family of Bob Abel  
Colleen B. Fridlund  
Mary G. Nissen  
Suzanne S. Norris  
Kathleen S. Oliver  
Debbie Thompson

### Pauline Brooks

Gayle Reynolds & Paul Windschitl

### Sophie B Canelake

Estate of Sophie Canelake  
Marvin J. Plakut & Darvia K. Herold

### Dorothy May Davis

Craig Kettleison  
Larry & Ann Kolarick  
Rita K. Lahtonen  
Jim Temple & Jill Davis

### Barbara Day

Michael & Teresa Day

### Charles Doane

Dusty Mairs

### Jeanne Fischer

Anne & William Langford

### Rhoda Gilman

Dusty Mairs

### Earl Gustafson

Dusty Mairs  
Donna Gustafson

### Erling O. and Geneva Johnson

Bill E. Johnson

### Ken Kistler

Dominique J. Demehin  
Lorraine A. Frykman  
Cindy Hillger  
Dusty Mairs  
Carole Mulcahy  
Jerome Quinn  
Kara & Adam Ritchie  
Jette Schuh  
Gary Seim & Lee Ann Pfanmuller  
Dave & Ann Swanson  
Steven Thomas

### Mark Liberko

Logan Patrick

### Donna McDonald

Karen & Dave DeJong

### Deborah Peppin

Nancy Peterson

### Anita Moen

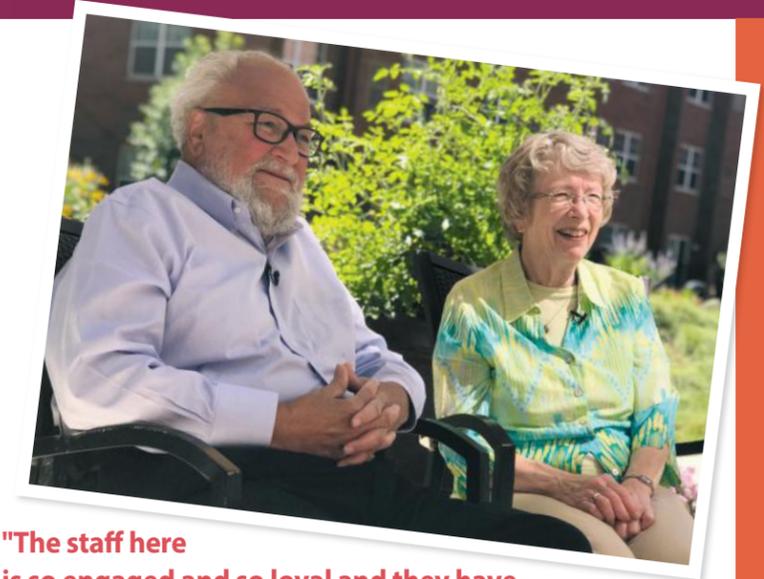
Vicki Davis  
Jonette E. Wood  
Diana Moen

### Ellen Nedved

Genevieve Ubel

### Paul Onkka

Boldt Funeral Home  
John & Karen Dragsten  
Joan & John Hagman  
The Rev. Lyn & John Lawyer  
John & Mary Onkka  
Marcia Onkka  
Marvin J. Plakut & Darvia K. Herold



**"The staff here is so engaged and so loyal and they have stories that tug at your heart...I'm blessed because I am able to be a part of a whole that is beyond me, bigger than me, that I would never get to otherwise."**

*Dusty Mairs, Resident and Scholarship Donor, with neighbor & friend, George Latimer*

## Gifts Given in Honor of:

### Marian McCarthy

Loris Donahue  
Marvin Plakut  
Malcolm McDonald  
Richard 'Rick' Rinkoff  
Malcolm McDonald

### Phil Rose

Bradshaw Group  
Estate of Ruth Weise  
Leah Welch  
Estate of Ruth Weise

### Jerome Quinn

F. Geoffrey Samora, D.C.S.W. and Associates  
Marlene E. Walsh

### Deborah Peppin

Heidi V. Davidson  
Richard & Rosalie Holmes  
Rita K. Lahtonen  
Terrance L. Renslow

### Evelyn Propps

Logan Patrick

### Barbara Quinn

Jerome Quinn

### Jenella Rice

LeRoy Rice

### Dorothy (Dottie) Spencer

Charles & Patricia Eversman  
Dusty Mairs

### John Alfred Stees

Malcolm McDonald

### Ruth Weise

Daniel Pearson & Anne Miner-Pearson

### Irma Wyman

Charles & Patricia Eversman



Visit [EpiscopalHomes.org/Foundation](http://EpiscopalHomes.org/Foundation) or contact Mary Routhieaux Executive Director: 651-632-8855 [mrouthieaux@episcopalhomes.org](mailto:mrouthieaux@episcopalhomes.org)



Grandfriend Joan reads to Kinder Village toddlers, eager to learn.

## Kinder Village is expanding!

Recent improvements in our KinderVillage space is allowing our intergenerational child care to serve even more children and families. Children thrive when learning in our loving intergenerational environment. Research shows positive benefits for elders in intergenerational settings – including an increased feeling of purpose, but research shows benefits for children also. For example, children who engage with elders may be less likely to exhibit ageism and more likely to feel comfortable around those with different abilities than children who lack those intergenerational relationships.

**"I fell in love with the idea of an intergenerational care facility and I have not been disappointed. The interactions and activities with grandfriends is so fun to watch and I live for the daily pictures we get! The staff are amazing and truly care about not just my son but our whole family..."**

*Angela Vasquez, Parent of Kinder Villager*

**For enrollment information, contact Kate Beck, Director: 651-272-4974 or [kbeck@episcopalhomes.org](mailto:kbeck@episcopalhomes.org) [www.kindervillage.org](http://www.kindervillage.org)**

## Osher Lifelong Learning Institute

The Osher Lifelong Learning Institute (OLLI) at the University of Minnesota is an educational initiative for older adults passionate about learning and committed to the proposition that education is an action word for an entire lifetime. "A health club for the mind" is the OLLI motto. Throughout the year, OLLI classes scheduled through Creative Ventures are open to all Episcopal Homes residents on our campus and the broader community. Offerings range from *Dante* to *Miles Davis* to the *Digital Age*, and include single and multiple week offerings. Instructors are retired professors and professionals, experts in their fields and unapologetically passionate about sharing their knowledge with members.

Retired English teacher and former Episcopal Church Home resident, Anita M., raved about last winter's OLLI Course on Dante. "It was really excellent. I got more out of one class with that instructor than I did from studying it an entire year in college. And the discussions were a lot more interesting than the ones I remember. But," she winked, "that's probably because everyone in the class has a lot more life experience to contribute than we did 70 years ago!"

Residents and community members engaged in an OLLI presentation, "People, Palaces, Culture, and Diversity of India."



## Learning Over a Lifetime

There is something about Fall. The air starts to smell crisp with the occasional hint of a chill, trees begin to tinge in hues of red and gold, and the occasional fallen leaf crunches under our footfalls along sidewalks. But nothing evokes that delightful sense of anticipation like reminders that Back-To-School season is upon us. With the arrival of supplies in stores and pictures of children wearing backpacks in advertisements, we are reminded of the simple joy of freshly sharpened pencils, brightly colored folders, and a brand new box of crayons...maybe one with a built in sharpener!

**It is important to get out and do something that is unfamiliar and mentally challenging, and that provides broad stimulation mentally and socially.**

And even though we're no longer waiting for locker assignments and class schedules, Episcopal Homes continues to celebrate learning as a lifelong endeavor. Our campus is full of perpetually curious and enthusiastic learners, who invest in keeping their minds, and their lives, thriving.

With new studies showing the impact and benefits of continued learning on brain health in aging adults, we celebrate the importance of learning and all the opportunities available to our actively aging residents at Episcopal Homes.

In the Harvard Medical School Health Blog, Dr. Ipsit Vahia, of Harvard faculty, directly addresses the importance of keeping intellectually active. "When you exercise, you engage your muscles to help improve overall health. The same concept applies to the brain. You need to exercise it with new challenges to keep it healthy."



Terrace resident, Barbara, with recent Kinder Village graduate, Cairo, who started Kindergarten this Fall.

Dr. Vahia adds, "New brain cell growth can happen even late into adulthood. The process of learning and acquiring new information and experiences, like through structured classes, can stimulate that process."

So does that mean everyone should pack up a bookbag and head back to the classroom to diagram sentences or equations? Not necessarily. For example, digital photography and quilting were the featured cognitive challenges in a study by Psychological Scientist and Lead Researcher at the University of Texas, Denise Clark. "It seems it is not enough just to get out and do something – it is important to get out and do something that is unfamiliar and mentally challenging, and that provides broad stimulation mentally and socially." Dr. Vahia concurs. "The focus is not to earn a degree, or even take multiple classes, but to focus on a class to keep mental activity thriving."

**The focus is not to earn a degree, or even take multiple classes, but to focus on a class to keep mental activity thriving.**

So go ahead and consider this your personal invitation to challenge yourself, and thrive away! There are always new opportunities – intellectually, academically, artistically, physically, spiritually, and socially – all across our campus, and the benefits are far reaching. Be sure to savor that nostalgic flutter of excitement that heading into the first day of a class brings!

## New Scholarship program invests in employees' future

Your gifts of gratitude build our strong workforce and improve care

Three to five times each night, Sheryl Stone, Chief Bartender in Episcopal Homes' Watters Pub, has to tell a community resident or family member about our "no tipping" policy. A common dance ensues as our Pub guest asks how they can express gratitude for the caring service of the cook who prepared a meal to their special needs or the kindness of waitstaff, who know each person's preferred drinks, meals or need for a cane or walker.

All over campus, families ask how they can give back to staff members with whom they've formed relationships while caring for their parent. These staff members often exceed all expectations out of genuine loving service.

Made possible through the **combined efforts** of a **foundation grant**, a large **family donation**, a **state scholarship program** and **contributions of all sizes from our staff and families**, we are excited to



Bethlehem Tegegne, professional scholarship recipient is a server in the Bistro and Shabaz at The Gardens.

announce an **employee scholarship program** at Episcopal Homes. This program **connects gratitude for employees** in all areas of the organization **with employees' education and our industry's growing workforce needs** across the Twin Cities metro and our state.

### Troubling state of our workforce

With more than 10,000 Baby Boomers turning 65 years old each day, the number of older adults needing services, especially long-term direct nursing care is expected to double by 2050. With the growing need and shortage of health professionals, our nursing homes in Minnesota already must turn away residents in need due to staffing shortages.

At Episcopal Homes, we work very hard to offer competitive wages and benefits that support hard-working employees and their families who come day in and day out to give care and service to others in need, impacting lives in unparalleled ways. Scholarships are a key to open the door to further education and, while

that means we may lose some of our good people to higher paying opportunities down the road, **it's the goodwill of investing in their families as they have invested in our own that keeps other good people coming to our workplace each day.**

### Solutions through scholarship

We're not alone in recognizing the critical challenge that is growing in the senior care workforce. The State of Minnesota provides funding to reimburse some education expenses for health profession degrees for employees working in skilled nursing care. With new seed funding, we can invest in employees while building a rotating scholarship fund. This year, GIVING WoMN, a local women's philanthropy club, invested \$20,000 of seed funding in our Employee Scholarship program.

With this seed funding, a few major donors from our community were also inspired to designate their gifts of gratitude to the Scholarship Fund, building more of our seed base to launch a robust program. In August, our employee fund drive spotlighted giving to employee scholarships. It shared the story of a former employee planning a larger gift though her IRA to support scholarships, rather than waiting to give through a bequest.

Currently the scholarship fund can commit about \$80,000 to support 5-7 employees annually. We know that our employees' needs and desires for education are much greater. **To continue to grow the scholarship fund, we need to raise at least \$25,000 a year from our residents, families and community members, like GIVING WoMN.**

Our Employee Scholarship Program offers a new, special way for you to show your gratitude for unparalleled service offered by outstanding staff members. You can remove barriers to their pursuit of education by funding scholarships that pay for education expenses up front, including tuition, books, and even transportation and child care.

By supporting the success of our staff members we are improving employee satisfaction, retention and service quality. You, our community of **residents, families and staff** who benefit from these improvements, can express gratitude for the care, service and kindness of employees by helping grow our scholarship program.

## 2018 Employee Scholarship Awardees

### Sister Annette Scholarship

**Angerline Chubby**, LPN  
Transitional Care Center

**Chika Ezike**, LPN  
Episcopal Church Home

**Chidi Ibekawe**, LPN  
Episcopal Church Home

### Professional Scholarship

**Alexandra Arlington**, Dietary Aide  
Food Services

**Sarah Koopman**, Team Lead CNA & Receptionist  
Iris Park Commons

**Summer Nelson**, Bartender & Dietary Aide  
Terrace/Watters Pub

**Bethlehem Tegegne**, Bistro & Shabaz  
The Gardens



Angerline Chubby, LPN, Transitional Care Center at Episcopal Church Home.

### Scholarship Spotlight: Angerline's story

Earlier this year, Angerline Chubby, an LPN in Episcopal Home's Transitional Care Unit, didn't know how she was going to reach her dreams. After years of balancing work, her family of six and nursing school in North Dakota to earn her RN, she was dropped from her

nursing program with just one semester left after missing a clinical shift because of a flat tire. With loans coming due and her RN seemingly out of reach, Angerline felt hopeless and defeated.

Angerline shared her challenge with her supervisor, Inez Kalle, who recommended that she apply for the newly launched Sister Annette Scholarship. As our first Sister Annette Scholarship recipient, Angerline continues to provide personal, loving care in the TCU while going to school much closer to home. With graduation and her RN degree within sight, she is incredibly grateful to everyone who helped and continues to help make scholarships possible. And when the time is right, she is committed to pay forward what she can in order to help others.

## 3 Ways Episcopal Homes helps employees pay for school.

### Sister Annette Scholarship

Open to employees of our skilled nursing facilities, Episcopal Church Home and the Gardens, who are pursuing health professional degrees in long term care, we can award scholarships of \$10,000/year for 3 years. These scholarships fit the State's tuition reimbursement guidelines, so in 2 years when the funding is reimbursed, it will be used to award more scholarships to Episcopal Homes employees.

### Professional Scholarships

Open to all employees and all fields of study, Episcopal Homes will award approximately 5 new awards annually of up to \$2,500. Not eligible for state reimbursement, these scholarships need annual financial support from donors to continue and grow.

### Tuition Reimbursement

Different than the tuition scholarship program, Episcopal Homes offers tuition reimbursement to employees who qualify for a MN state reimbursement program. This requires that employees pay their education expenses first and submit their receipts upon completion of each semester.