

March 2011

Volume 1, Issue 2

# Concord Communicator

*A newsletter for  
Employees of Concord Reserve*



## Garden Soxx coming to Campus

If you enjoy home-grown herbs, and fresh veggies in the Summer, you know it's not too early to be plotting out your garden.

A plan is in the works to plant several "Salsa" gardens in Neighborhood courtyards for the benefit of our residents. These gardens feature the vegetables and herbs to produce fresh Salsa. Other savory favorites like basil will be grown as well.

The seedlings will be sewn in Garden Soxx, made from tightly knitted mesh that contains growing media, which cuts down on weeds and helps retain moisture; requiring less watering.

There are four Soxx used



in each 4x4 foot garden, which in turn yields up to 80 pounds of produce.

The gardens, which can be grown on raised platforms for easy access from a wheelchair, will be used as rehabilitation therapy and also for Life Enrichment Projects.

*Submitted by Stephanie Balseer, VP of Human Resources*

*"Spring makes its own statements, so loud and clear that the gardener seems to be only one of the instruments, not the composer."*  
*Geoffrey B. Charlesworth*



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## We Have a WINNER!

A \$50 Giant Eagle card goes to:

**Sue DiDonna  
Accounting**

Sue's winning entry in the "Name The Newsletter" Contest is:  
*Concord Communicator*

We received over 40 suggestions.  
Thanks to all who entered!



## WhisperGlide Donors 'Swing' into Action

WhisperGlide wheelchair glider swings bring together family & friends of all ages, creating a cheerful, social environment.

The gentle swinging is relaxing, interactive, and enjoyable. The therapeutic motion can also be beneficial for Alzheimer's Care.

Proceeds from the Cookie Walk in December kicked off



Jean & Bob Heran

fundraising efforts for the swings. Soon after, Assisted Living resident Jean Heran

and her husband Bob, asked COO Greg Wiechert how they could help.

The Heran's generosity has made it possible to purchase two of the swings, which will allow the residents of the Lutheran Home to relive the childhood bliss of swinging. Thank you!

To learn more about the swings, visit [www.whisperglide.com](http://www.whisperglide.com)

## PEOPLE



Laura Dryfuse (third from left) & her First Place Chili was entered in the recent Westlake Senior Chili Cook-Off. Participants in the 1st Annual LHCR Chili Cook-Off included: Janice Snyder, Matt Walling, Charles Dean, Laura Dryfuse, Joe Partyak, Cindy Rudolph, Liz Germano, Annette Smith, Nancy Ostrowsky, Pat Bowman & Colette Stanley.

### The Lutheran Wind

**Ensemble** is having their annual show, on April 10 at 7p.m. at St. Paul Lutheran Church, 27993 Detroit Rd., Westlake. Our own Music Therapist, **Liz Germano** is performing a solo. For tickets, contact Liz. The concert is lots of fun, and there are door prizes! To learn more, visit [lutheranwindensemble.org/](http://lutheranwindensemble.org/)

**A Little Taste of Italy** is the theme of the **49th Annual Concord Reserve Volunteer Appreciation Banquet**. The dinner will be held on April 14th in Village Square. Nearly 130 volunteers will be recognized at the Awards Ceremony following the dinner.

After a time of discernment, **Sister Linda Franci** has prayerfully decided to resign from her position as Catholic Chaplain. Sister Linda served over four years as part-time Chaplain at LHCR. She will be on the campus Sunday, March

6 at the Catholic Mass for a blessing of Farewell & Goodspeed, and to say goodbye to residents and staff. **Sister Mary Ann Phillip** will continue to serve as interim Catholic Chaplain for the time being.

### Our Stars Shine! Concord Reserve recognized



many nominees and six winners (in bold) in this year's **AOPHA** Star Recognition Program. Congratulations to:

Melissa Bird  
Lisa Boesel  
Sharon Brumback  
Steve Cooper  
Robin Hairston  
Kim Jordan-Hughett  
Sandy Hutchinson

Nicole Kasper  
Lisa Limpert  
Shelly Livingston  
**Doris Lopez**  
Amy Lynch  
**Mirela Manolache**  
**Carol Maudsley**  
Sharon Moyer  
**Ruth Nkulu**

Laura Patton  
Sally Pinta  
Tim Pongracz  
Dorothy Price  
Aide Ruiz

Sue Rusnov  
Juliette Saad  
Jessica Sanchez  
Cassie Sasack  
Kristy Saunders  
Cathy Shaw

**Ledian Tosca**  
Kirstin Walsh  
Eugene Wiencek  
Angela Williams  
Liz Witalis

**Laura Work**  
\*\*Pinetree Lane Staff

There was much rejoicing when **Colette Stanley** recently rejoined the activities staff! **The Concordettes** singing group is already back in rehearsals on Thursdays. Colette wants to know if there is any interest in holding a **Staff Talent Show** in the Fall. If you sing, dance, do magic, and more, be sure to tell her you'll audition! Does Concord Reserve "Got Talent"? Stay tuned...

## CEO's Corner



Thanks to all of our staff team for weathering the winter. It has been challenging for all of us. The love we all have for our patients and residents helps get us moving on the most dreary of days.

Our resident Valentine party where many of you transported, entertained, and cared for over 100 residents and

family members in village Square, was an extraordinary event.

It is another reason that families, friends, and the community holds our campus in such high esteem.

Blessings,  
Charlie

## Sneakers should follow Snickers

Portion control and exercise are the keys to any healthy diet. To follow is a "reality check" on how many calories are in those mini "fun-sized" candies—and how many minutes of exercise it takes to burn them off. (Based on a 150-pound woman.)



CANDY	CALORIES	MINUTES TO BURN OFF
Fun Sized M & M's	70	29
Fun Sized Skittles	60	25
York Peppermint Pattie (mini)	50	21
Snickers Miniature	40	17
Tootsie Roll Midgee	23	10

## Healthy Recipe Corner— Multi-Grain Waffles (serves 8)

**Whole grains are a dieter's best friend. Full of fiber, vitamins and antioxidants, they fuel your body and keep you fuller longer.**

Prep time: 30 min/Cook time: 45 min

### Ingredients

- 2 c. buttermilk
- 1/2 c. old-fashioned rolled oats
- 2/3 c. whole-wheat flour
- 2/3 c. all-purpose flour
- 1/4 c. toasted wheat germ, or cornmeal
- 1-1/2 tsp baking powder
- 1/2 tsp baking soda
- 1/4 tsp salt

- 1 tsp ground cinnamon
- 2 large eggs, lightly beaten
- 1/4 c. packed brown sugar
- 1 Tbp canola oil
- 2 tsp vanilla extract



### Preparation

1. Mix buttermilk & oats in a medium bowl; let stand for 15 minutes. Whisk whole-wheat flour, all-purpose flour, wheat germ (or cornmeal), baking powder, baking soda, salt & cinnamon in a large bowl. Stir eggs, brown sugar, oil & vanilla into the oat mixture. Add

wet ingredients to dry ingredients; mix with a rubber spatula just until moistened. Coat a waffle iron with cooking spray & preheat. Spoon in enough batter to cover three-fourths of the surface (about 2/3 cup for an 8- by 8-inch waffle iron). Cook until waffles are crisp & golden brown, 4-5 minutes. Repeat with remaining batter. **Nutrition Facts**

Per serving: 188 calories; 4 g fat (1 g sat, 2 g mono)

## Employee Morale/Team Building

Our EMTB committee members have recognized that many staff are not aware of the procedure this year for evaluations.

Please be advised that starting January 2011 each staff member will receive an employee review from his or her supervisor on his or her anniversary date (see Hire Date on pay stub).

During the review process, the supervisor will discuss performance and any potential wage increase. If you do not receive a review by your anniversary date, notify your supervisor and Human Resources.

## Suggestion Box

The Employee Morale/Team Building Committee wants to hear from you! Two suggestion boxes have been installed; one near the vending machines and the other at the Assisted Living Entrance. Please tell us what's on your mind...

Comments and suggestions will be reviewed at monthly meetings:

Stephanie Balsler  
 Gayle Castro  
 Mary Glover  
 Robin Hairston  
 Shawna Kilbane  
 Dianne Kilroy  
 Ann Lembach  
 Carolyn Nyikes  
 Connie Ramunni  
 Robin Ware  
 Laurie Work



**There is a great need for volunteers to help transport residents from their suites to the chapel on Sundays for the Catholic service at 10:15 a.m. and for the Protestant service at 1:30 p.m.**

**If you can help, please contact Chaplain Jim Kulma, ext. 2145.**

## Bioethics Committee Rejuvenated

The Bioethics Committee is available to support discussion and decision-making when faced with difficult choices about medical treatments and end-of-life care.

The Committee seeks to foster dialogue and the open sharing of ideas to support the compassionate care of those we serve. We can assist with many situations, including: whether to use treatments such as feeding tubes, decisions about life sustaining treatments like CPR, clarifying who are appropriate decision makers,

and supporting resident rights.

Residents, family members and staff may request a consultation by contacting the resident's social worker or any Committee member.

Our members for 2011: Brenda Cook, Sarah Froehling, Jean Hollenbeck, Dr. Dan Kendis, Jim Kulma (Chair), Mirela Manolache, Jenny Sehringer, Angela Shorter, Eleanor Teutsch, and Dr. James Wang.



Pastors Jim Kulma, Dick Williams & Bob Wold use their woodworking skills to make the Caring Crosses.



## Caring Cross Ministry Set to Begin

Holding a Caring Cross is like holding a loved ones' hand. Each cross is uniquely curved to fit the contour of the palm and fingers, and is offered as a support to prayer and meditation.

The Caring Cross can be used as a focus during personal prayer, or comfort during a time of trial and challenge.

Three Lutheran pastors who do wood working, including Chaplain Jim Kulma, have been making the crosses for this Spiritual Life department project. We now have over 40 of them.

The caring crosses will be given to residents who are entering the final stages of life; when their

condition declines, or they are enrolled in a hospice program.

The chaplains will present the crosses to our residents. As staff become aware of residents for whom the crosses would be appropriate, please make a referral to the Chaplain staff.

We will be offering them in early March. Please contact Pastor Jim in person, by email (jkulma@concordreserve.org) or at ext. 2145 if you have questions or suggestions.

## Reminders from Accounting

### PAYROLL FORMS:

Please be advised that there are blank missed punch forms by each time clock which need to be completed immediately if you forget your badge. They must be signed by your supervisor and placed in the **PAYROLL MAILBOX** in the copy room. Do not leave them on the unit, since on many occasions they do not reach the payroll department in time to be processed for the current pay period. The deadline for any missed punch or PTO forms is 11 a.m. on Monday.

Also, when filling out PTO forms, you must use a separate form for each week (Sun. through Sat.) and put only the actual dates of scheduled days you are requesting off.



### 401K:

Please note that if you have one year of service you are eligible to enroll in the

Lutheran Home 401K plan. Enrollment forms can be obtained in the Human Resources office and turned in the payroll department. You are also able to make changes or discontinue contributions by completing a new salary deferral agreement and returning it to payroll. You can enroll or make changes at any time during the year.

—submitted by Gayle Castro

### Daylight Savings Time begins March 13th



### Valentine's Day Party

Our campus-wide Valentine's Day party was held in Village Square on February 14, with entertainment provided by Don Sabo.

We laughed, sang to love songs, and reminisced about past Valentine's days. Residents enjoyed some tasty treats provided by the dietary department and appreciated the prizes donated from staff and resident family members.

Over 100 residents were able to attend due to all the help we received from volunteers, family members and staff.

Thank you all!

—submitted by Christine Saner





## Lutheran Home at Concord Reserve

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For the wonderful employees of the Lutheran Home at Concord Reserve

We're on the Web

[www.concordreserve.org](http://www.concordreserve.org)

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Thanks to Darnell Fenderson

02-19-2010

This Lent I wanted to give up something I truly love,  
and I am a HUGE fan of fasting.

## FASTING for LENT

For centuries, Christians have **observed the season of Lent by fasting** from food and observing other self-denying acts.

These acts help us become more aware of our true needs. When we deny ourselves the comforts we are used to—whether a full plate of food, or some other part of our daily routine (TV, coffee, alcohol, Internet, etc.)— we are **more mindful of our great need for God**. Also, when we deny our sinful desires, we become more acutely aware of them, for when they are not fed, they tend to surface in more noticeable ways.

### SUGGESTED FAST ITEMS

**Food:** Meats, poultry (eggs too), fats and oils, soft drinks, *2nd helpings*, Alcohol, Coffee (try tea or some other low-caffeine drink if you get headaches), dairy (milk and cheese), *solid* foods (only drink water or juices), Junk foods (chips, snacks, salty food), candy (or refined sugar in general), and dessert (very meaningful for kids!)

**OR**

**Thought:** Fast from gossip or harsh words. Instead speak only kind words.

