

Concord Communicator

The Lutheran Home at Concord Reserve



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Thanks to Karl N 07-21-2006
ALTHOUGH HE HAD STOOD STRONG AGAINST THE SIX OTHER DEADLY SINS, JAKE WAS OVERCOME BY SLOTH

September 2011

Concord Communicator A newsletter for Employees of Concord Reserve



Adopt-A-Pet Event a Warm & Fuzzy Photo Op

Irene Prim holds a visiting kitty from the Friendship Animal Protection League located in Elyria. Cat and dogs were recently available on campus for adoption by members of our staff and the community.

Volume 1, Issue 5



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Celebrating LHCR Staff Employment Anniversaries

September

- 1 year:**
Janice Snyder
Joyce Ferrell
Joe Partyka
Ledian Toska
Joyce Haszto
Joseph Terry
Janice Reynolds
- 2 years:**
Laura Griffin
- 4 years:**
Marcia Pincura
Yamilette Camacho
- 5 Years:**
Doris Lopez
- 7 Years:**
Patricia Bowman
- 10 Years:**
Jonnette Weimer



12 Years:

Laura Dolin

October

- 1year:**
Grenisha Brazile
Takeidra Davis
Natalie Nixon
Nancy Smith
- 2 Years:**
Lisa Boesel
Kimberly Schroeder
Cathy Moore
Jinnie Taylor
Lourie Edwards
Stephanie Balsler
Nancy Marks

3 Years:

Janet Salvage
Danielle Wagner

4 Years:

Susan Didonna
Cheryl Chrosniak
Lourie Edwards
Cynthia Rudolph

5 Years:

Brenda Amburgey
6 Years: Shawna Kilbane,
Patricia Maloy

7 Years:

Timothy Pongracz

8 Years:

Deborah Dorrington

11 Years:

William Stefonsky

13 Years:

Iren Laki

18 Years:

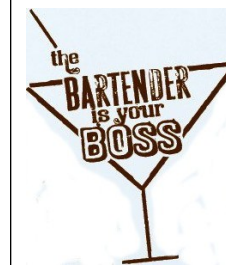
Susan Skolyak

23 Years:

Sally Vidmar

28 Years:

Catherine Shaw



Join in the FUN September 12th at our Alzheimer's Walk Fun-Raiser!



Join the Concord Cruisers Walk Team from 5-8 p.m.

Celebrity Bartender will be VP Cindy Rudolph, RN at **Chocolate Bar**, 347 Euclid Avenue (inside the Hyatt Arcade) off 4th St. in Cleveland

Drink Responsibly. Tip Lavishly.

ALL bar tips will go to our Walk Team to End Alzheimer's



Smoking on our campus is prohibited in accordance with Chapter 3794 of the Ohio Revised Code. This rule is strictly enforced for the health of our residents and employees.



THANK YOU!

PEOPLE



Our 2nd Annual Silent Auction was a great success! The sale generated around \$1300 to benefit the Residents' Activities Fund. Thanks to staff, residents, and families for participating. All of you were very generous!

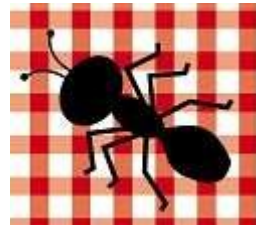
LHCR has recently been approved as a national internship site for music therapy interns through **The American Music Therapy Association**. Lutheran Home already trains music therapy practicum students from the **Cleveland Music Therapy Consortium**. Once students complete their coursework a 6 month internship is required to become a certified music therapist. LHCR music therapist **Liz Germano** will be supervising students and interns. We will be looking forward to welcoming students as they bring new insights and growth to the music therapy program and improving the quality of life for the residents! For more information please contact Liz at ext. 2151.



It's not too late to join the **Concord Cruisers Walk Team** for the 3-mile **Walk to End Alzheimer's** on Sunday September 25th. Our team will gather at Tower City at Public Square in Cleveland with hundreds of people throughout NE Ohio whose loved ones have been affected by Alzheimer's Disease. If you can't walk that

day, please support the team by purchasing a "paper elephant" for \$1 and by attending "The Bartender Is the Boss" fundraiser at **Chocolate Bar** on September 12th. Invite your friends & family! For details, contact VP for Campus & Community Relations, Cindy Rudolph, RN at ext. 2152.

Thanks to all who have participated in the **Residents' Picnics** this summer; **Assisted Living staff, Dietary, Housekeeping, Life Enrichment staff and Volunteers**. We had so much fun and the additional help was fantastic. Residents enjoyed being outside and complimented the delicious picnic food.



There will be a **Staff Appreciation Celebration** accommodating all shifts and departments on **October 5th**, featuring food, fun, and the ever-popular Wheel of Prizes! A menu of pulled pork, salads and ice cream will be prepared and served by the management team.



On Saturday, October 29, LHCR will be the morning gathering place for the kick-off of the **Lutheran Agencies Organized in Service (LAOS)** annual **Lolly the Trolley** tour of local Lutheran Social Ministry sites. Participants will begin the day at LHCR with breakfast and a sending prayer in our Chapel and return in the afternoon for campus tours.

From the Administrator

What's New



Many of you may have noticed new faces in our campus salon. Annette is no longer providing services. We thank her for reliable service and wish her well.

We are pleased to welcome Diane (available on Wed. and Fri.) and Carmen (available Tues. and Fri.) to the salon. Alexis will be available on Thursdays. We realize how important it is for our residents to get their hair done on a regular basis.



And we can't forget about those nails! Terri the manicurist has been with us for some time. She is currently works on Wednesdays. Starting Sept. 12, she will also be available on Mondays. Nail service has been expanded by the addition of Christine who will be available on Tuesday afternoons.

We are also happy to welcome our newest Social Worker, Esmi Correya, to the team. (Read more on pg. 5)

—Jean Hollenbeck LSW, MSSW, LNHA ; Campus Administrator

Employee Moral/Team Building Committee



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

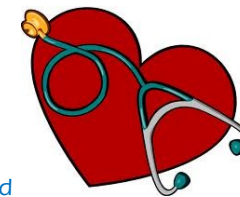
Thanks to everyone who has submitted questions, suggestions, and comments. The following topics were discussed at our last meeting:

Suggestion: Easter Sunday should be a recognized Holiday. This will be discussed with Management for possible consideration.



Comment: What is the LHCR cell phone policy? I see people on their phones all the time and nothing is said to them. A revised cell phone policy will be distributed as soon as possible.

Question about floating in the nursing department: Why is the regular staff being floated to other neighborhoods and agency brought in? How can there be consistency in care for the residents and families?



Due to staffing needs, floating has been necessary. For example, if a neighborhood has many open shifts, it is necessary to float staff throughout the building to ensure agency staff are not all in one place without appropriate Lutheran Home staff support.

Two suggestions were received about the following:

- Automatic Door openers for the restrooms by the Chapel.
- A badge scanner for the clean & dirty utility rooms so the key will no longer be left in the door.

These ideas have been discussed with management and are currently being reviewed for consideration.

Many suggestions/comments were about the dietary department, such as:

- Monthly staff meetings
- Set schedules for more than one week at a time
- Can Dietary PTO time be approved like the Nursing department?



These issues have been discussed with management. A job expo was held and staffing has been improved for the dietary department. Once the department is fully staffed, many of the other ideas will be worked on.



This comment was received during the employee survey process: "The Health insurance plan excludes certain surgeries per the CEO's choice."

It was **not** a decision made by any Lutheran Home employee to exclude any procedure from our 2011 Health

Plan. However, some procedures are typically excluded by medical carriers. Please note that we are actively researching our options to improve our insurance plans to better support our staff and their health needs. If there is something specific that you are interested in, please see Stephanie in Human Resources.

If you want to remain anonymous, feel free to call Meredith Korner at CPI (Insurance Broker). Meredith will be working with us during our renewal period and will take any information received into consideration when presenting Lutheran Home with our 2012 Insurance options. She can be reached by calling 440-542-7800 ext.231.

Please keep those cards and letters coming!



Grandparents Day is September 11th



It was **not** a decision made by any Lutheran Home employee to exclude any procedure from our 2011 Health

Staff Birthdays

Wishing you a happy day!

September

- Susan Skolyak
- Melissa Bird
- Debra Barrett
- Ashley Blaylock
- Jamica Clifford
- Joseph Partyka
- Joyce Ferrell
- Evette Echols
- Melinda Martinez
- Lourie Edwards
- Jonnette Weimer
- Jane Russell
- Patrick Hanlon
- Jean Hollenbeck
- Cathy Moore
- Cynthia Pongracz



- Steven Cooper
- Donna Corona
- Brooke Luke
- Grenisha Brazile
- Danielle Wagner
- Jasmine Black
- Nicole Remesnik
- Dawn Wolff
- Shauna Walters

October

- Veronica Washington
- Michael Wood
- Leticia Dawson
- Tracy Reigelman
- Linda Hightower
- Jean Marie Boyle
- Sarah Knight
- Karen Moderick
- Crystal Slaughter
- Maggie Wilson
- Tiffani Shanklin



- Joan Takach, Jeanne D'arc Uwera
- Kristy Saunders, Jacqueline Nettles
- Timothy Parker, Teaira Johnson
- Tracy Wilson, Crystal Stutler
- Mary Davis, Nancy Smith
- Deborah Cody, Kayrona Smith
- Ginette Whitfield, Kimberly Noguerras
- Tara Shay, Amanda Avalos
- Brett Wondrak, Sarah Pinta,
- Esmi Correya

+++++

Mirela Manolache, STNA, gave birth to a beautiful baby girl named **Emma** (7lbs. 11oz/19 inches) on August 17th. Congratulations!

Blessing of the Pets Sunday, October 9



Chaplain Jim Kulma and the Spiritual Life team will celebrate the Feast of St. Francis with a drop-in "Blessing of the Pets" from 2:45 to 3:15 p.m. in the Chapel area of Main Street.

The Lutheran Home ducks, fish, finches and cats, which bring such joy to our residents, will also be blessed that day.

The event is open to employees, residents' families, and the local community with "well behaved" animals on leashes or in carriers.

CEO's Corner



Charlie is on medical leave following bi-lateral knee replacement surgery. He thanks everyone for their prayers and kind wishes—and looks forward to being back on campus as soon as possible!

Healthy Recipe Corner—Stuffed Peppers with Ground Turkey

The following flavors are closer to South-of-the Boarder than Southern Italy. For an Italian twist, add oregano instead of smoked chili and cumin.

Ingredients

- 1-2 tablespoons extra virgin olive oil
- 1 lb. ground turkey
- 3-4 garlic cloves, chopped
- 1 medium red onion, diced
- 1 cup roasted corn kernels (you can pan-toast frozen kernels in a pinch)
- 2 Tbsp. pine nuts or toasted sunflower seeds
- 1 c. cooked brown rice
- Chipotle powder, to taste [or other favorite chili spice]
- 1/2 tsp. cumin, or to taste
- 1 tsp paprika or smoked paprika
- Sea salt and fresh ground pepper
- 2-3 Tbsp. fresh chopped cilantro
- 3 large bell peppers: 1 orange, 1 yellow, 1 green, halved & seeded
- 6 heaping spoonfuls of your favorite prepared salsa (spicy or mild)
- 6 slices fresh goat cheese (omit for dairy-free)

Instructions

Preheat oven to 375 degrees. Put a kettle of water on to boil. Heat a little EVOO in a large skillet over medium heat & cook the



ground turkey till browned; drain off any liquid, if you need to. Add a dash more olive oil; heat; add the chopped garlic, onion, corn, & pine nuts; stir & heat through.

Add a cup of cooked brown rice, stir and lightly mix. Add a dash more olive oil, if needed, to moisten. Add chipotle, cumin & paprika. Season mixture with sea salt & pepper. Stir well to combine the flavors. Remove from heat. Add in the chopped cilantro. If you need a little more rice to fill large peppers- add some in and toss. Choose a shallow baking dish that will fit the halved peppers. Stuff the halved peppers with the brown rice

mixture, pressing in firmly; use as much stuffing as you can. Place the stuffed peppers in the baking dish. Top each pepper with a spoonful of salsa, & a slice of goat cheese, if using.

Pour about an inch of hot boiled water into the bottom of the baking pan, around the peppers, and loosely cover the pan with a foil tent. This helps to cook the peppers. Bake in a 375 degree oven for about 30-40 minutes, until the peppers are fork tender.

These colorful stuffed peppers can be served as a side dish or a main dish. Garnish with fresh chopped cilantro. Total Servings: 6

Nutritional Information

- Per Serving
- Calories: 445
- Carbohydrates: 36.1g
- Cholesterol: 90mg
- Fat: 21.3g
- Saturated Fat: 7.3g
- Fiber: 3.4g
- Sodium: 191mg
- Protein: 30.4g

Lutheran Home Mission Outreach



The Lutheran Home recently made a generous donation to the Westlake Assistance Program.

Low income individuals and families often have a great need for *non-food* items, including dish soap, laundry detergent, and personal hygiene items.

Mission Outreach Liaison Janice Snyder, Chaplain Jim Kulma (right), Transportation Driver Bob Miller, and Carmen Barber (left) from Central Supply purchased the items at Costco and made the delivery to WAP.

Helpful Home Life-Saving Tip

Did you know the disco hit "Stayin' Alive" can actually help save lives? The song has the same beat as the proper rate of chest compressions during CPR, giving CPR instructors an easy-to-remember teaching tool to equip millions of people with lifesaving skills.

by doing just two things: Call 9-1-1 and push hard and fast in the center of the chest.

To make sure you're doing CPR properly, just remember to give chest compressions to the same beat as "Stayin' Alive".


Eighty percent of cardiac arrests happen at home. Anyone can learn to save a life. And everyone should.

The steps for Hands-Only™ CPR are simple. You can save a life



Just a reminder for all employees...

If you have not had a TB skin test in the past year, please come down to the nursing office ASAP.



Reminders from Accounting



Please note that if you have one year of service that 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.

Holiday Pay

Just a reminder about Holiday Pay: Due to the upcoming Labor Day we are asking all employees to please review the Holiday Pay Policy.

—submitted by Gayle Castro



The Hack Family Singers were recent musical Chapel guests from Germany. Emma Jochum, long-time Lutheran Home supporter and Chapel Organist (in yellow) is a proud friend of the Hack Family. The Hack children (shown left to right) are Samuel, Miriam, and Noah with their mom, Katharina. Noah, delighted and inspired residents and staff by singing **Ava Maria** for two Chapel services. Noah, age 13 has performed in Toelzer Knabenchor (the top German Boys Choir, on par with the Vienna Boys Choir) for many years. He is rotating off the choir and young Samuel will start singing in the choir soon. The family was presented with LHCR shirts as a remembrance of their time with us.

Aflac DUCK NEWS

Lutheran Home employees are now able to purchase GUARANTEE ISSUE Short Term Disability. GUARANTEE ISSUE means employees do NOT have to answer health questions. Therefore, employees who have health issues such as diabetes, cancer, heart problems, high blood pressure etc. can purchase Short Term Disability that they would otherwise be denied.

AFLAC GUARANTEE ISSUE DISABILITY covers for 3 or 6 months – pays \$500 to \$3000 per month and starts 0/7, 0/14, 7/7, 7/14, 14/14, 0/30, 30/30, 60/60, 90/90, 180/180. You can get more than \$3000 and/or covering for 12, 18, or 24 months, but it is NOT guarantee issue.

Sharon our AFLAC rep is on Main Street the 2nd & 4th Wednesday of every month from 10 a.m. – 4 p.m. If you do NOT have Short Term Disability you may get it NOW. You do NOT have to wait for open enrollment.

Sharonbennett1@juno.com

440-746-0873 or cell 216-798-3990



Sharon Bennett is our AFLAC rep. She is on Main Street on the 2nd & 4th Wednesday of each month from 11 a.m. to 4 p.m.

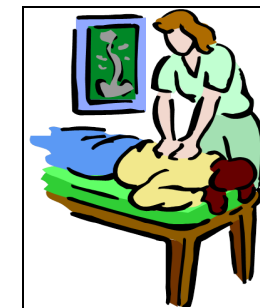
Employees can buy AFLAC, ask questions, and/or get help with claims.

Contact:

Sharonbennett1@juno.com

cell 216-798-3990

office 440-746-0873



MASSAGE THERAPY

is available on campus twice a month as a benefit to our EMPLOYEES

**September 6th & 20th
October 4th & 18th**

**RATES: 15 MINUTES-\$12/ 30 MINUTES-\$28
45 MINUTES-\$40/ 1 HOUR-\$50**

To schedule your appointment with Cathy Lanese, LMT see Ann in the Wellness Center/Nursing Office or call ext. 2191

We welcome our newest Social Worker, Esmi Correya to the team. She comes to us with her Masters in Social Work. She has over 29 years experience in the field and has worked in India, Canada, and the U.S. Esmi has over 20 years experience in longterm care. She loves to work very closely with residents and families and is always ready to help. Esmi will be the Social Worker assigned to Orchard Court and can be reached at ext. 2129. *We are so happy you are here!*

