

OAKWOOD • FALL/WINTER 2021

Outlook



Ruth Peterman

*Why She
Embraced
Oakwood*

Construction Begins!

*Replacement of
Hebron Oaks
is Underway*





Faith

As a Lutheran organization, faith is a core value. Faith goes beyond religion to a deep honoring of the human spirit and the divine that lives within. At Oakwood our commitment to strong spiritual life programming and our efforts to remain true to the vision and intentions of our founding Lutheran congregations is just one aspect of our services that sets Oakwood apart from other Madison retirement communities.



People Thrive Here

Outlook

News from Oakwood Lutheran Senior Ministries

- 2 Construction Begins!
- 7 Ruth's Journey to Oakwood
- 10 Making the Most of New Opportunities
- 14 Supporting Spiritual Journeys
- 22 Good Shepherd Lutheran Church
- 25 Staff Profile: John Williams
- 28 Q&A with Reg Hislop, CEO
- 31 Staff Profile: Sarah Noyes
- 34 Horticulture Happenings
- 36 Board Member Profile: Joy Gänder
- 38 Back on Track: Oakwood Chamber Players Return
- 40 Community Partner Spotlight



CONSTRUCTION BEGINS!

Replacement of Hebron Oaks is Underway

2

RUTH PETERMAN

Ruth's Journey to Oakwood

7



JOE & MARSHA BELISLE

Making the Most of New Opportunities

10

CONSTRUCTION BEGINS!

Replacement of Hebron Oaks is Underway

“My stay was wonderful. The staff is caring and dedicated. The therapy team is fantastic. The building... could really use some work.”

If you know someone who has stayed in Hebron Oaks at the University Woods campus, this is likely how they summarize their stay. While the care team and support staff are skilled and compassionate, the building in which they work is not up to par. It was constructed in the 1960s and, despite additions and enhancements to the building in the decades thereafter, the Oakwood community has long-recognized the need for a new skilled nursing building.

Finally, it’s becoming a reality. Site preparation began in September, and construction begins this fall and will run through the end of 2022. The building is being constructed on the south side of the Oakwood property, and will have an indoor connection to

the rest of the campus through the lower level of Covenant Oaks. The project will feature 60 one-bedroom suites, a new rehabilitation gym and a bistro, along with a number of other amenities that will benefit the University Woods campus as a whole. These include a new loading dock, central kitchen and pharmacy.

It will be truly rewarding for our staff to care for residents in an environment that better aligns with their skills and passion for healing.

“Oakwood has the opportunity to create a state-of-the-art facility,” Chief Executive Officer Reg Hislop says. “Oakwood residents deserve it, and so do older adults throughout the greater Madison community.” 🌱

Follow our construction progress online at oakwoodvillage.net/hebron-oaks-construction-updates

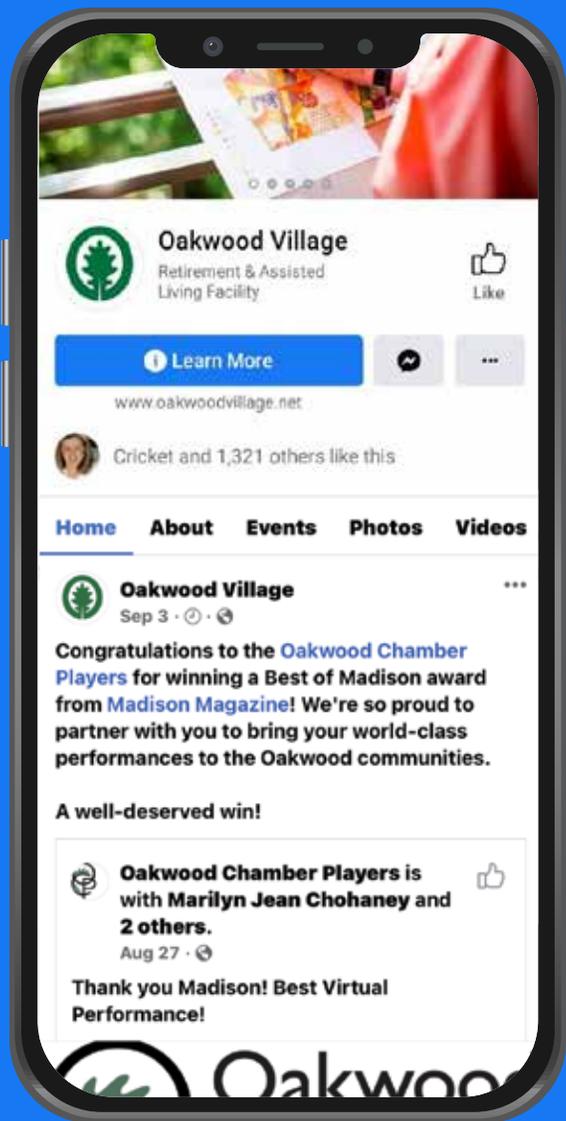
Modern, spacious common areas throughout the building will bring in natural light and offer attractive views of Oakwood's grounds.



The project will include a two-story meditation room highlighted by a wall feature. Residents and families can gather in this space, the bistro or visit while enjoying one of the walking paths or outdoor patios.



The suites in Oakwood's new skilled nursing and rehabilitation center range from 400-500 square feet, and are designed to feel like small apartments. Residents can accommodate visitors while enjoying the privacy of their own bathroom and the convenience of large closets.



WHAT'S THE LATEST?

Be sure to follow Oakwood Village on Facebook to keep up with the latest news from our campuses.

Find us at
[facebook.com/OakwoodVillageMadison](https://www.facebook.com/OakwoodVillageMadison)



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NOW OPEN

Oakwood Pharmacy at Prairie Ridge

Did you know that both residents and staff can use the Oakwood Pharmacy? The convenience of an onsite pharmacy paired with the friendly, knowledgeable staff make for a great experience you won't find at chain stores.

We accept all major insurances and offer competitive pricing. Give us a call and let us help you thrive.

Oakwood Pharmacy
at Prairie Ridge

608.230.4616

Oakwood Pharmacy
at University Woods

608.230.4217

pharmacy@oakwoodvillage.net





Join Our Team

Oakwood Village invites dedicated individuals to join our team! Oakwood offers great benefits and competitive wages, with part-time and full-time positions available.

Whether you're looking for your first job, taking the next step in your career, or considering getting back into the working world, we want to help get you there.

Contact us at hr@oakwoodvillage.net to learn more about positions in caregiving, culinary services, and housekeeping, or check us out at oakwoodvillage.net/careers.

RESIDENT PROFILE: RUTH PETERMAN

Ruth's Journey to Oakwood

“This is the best hotel in Madison!” one of Ruth Peterman’s neighbors at Oakwood recently told her, and she agrees. “The staff are really caring,” Ruth adds.

She is a resident in Tabor Oaks assisted living on the University Woods campus, having moved early 2021. Prior to her move to Oakwood, Ruth lived in Milwaukee, where she and her late husband Bill raised their family.

A Family Business

Following his service in World War II, Bill bought and sold a nightclub, and dabbled in real estate, only to find it didn't suit him. Bill and Ruth then bought a fruit stand, which they built out into a freestanding building that would become their restaurant, The Pizza Wagon.

Having the family work together in the restaurant was “an education you can’t get in books,” according

“The staff are really caring. Everyone has treated me beautifully here.”

– RUTH PETERMAN



to Ruth. Believing in the power of hard work, Ruth and Bill ensured that the kids didn't receive any special treatment while working at The Pizza Wagon.

"It was a real family undertaking," Ruth says of the venture. Once the kids graduated and went off to college, Ruth and Bill closed The Pizza Wagon, and reopened as a steakhouse called Bill's Coach House.

After 20 years of restaurant ownership, the Petermans sold Bill's Coach House, following the onset of health problems for Bill.

It's clear that Ruth and Bill successfully passed along their strong work ethic. Their eldest son is a Harvard graduate who has been on Broadway. He went on to work in television, and is a three-time Emmy winner.

Their youngest son went to law school at the University of Wisconsin, later accepting a prominent position at a large corporation in Las Vegas.

Their daughter, Shelley, lives in Madison. She has worked in television, was a columnist with the Wisconsin State Journal and has written numerous books. Ruth also has nine grandchildren and five great-grandchildren.

Since her brothers live out of state, Shelley brought Ruth to Madison.

The Move to Madison

Shelley describes the period before bringing Ruth to Oakwood as "probably the most stressful time of my life." Ruth's health issues had landed her in the hospital in Milwaukee. When they couldn't figure out a diagnosis there, the family decided to bring Ruth to Madison to the University Hospital where it was discovered that she had a broken leg. She was never able to return to her condo in Milwaukee

"Mom has always been an anchor in my life, and even more so after I was diagnosed with a progressive form of multiple sclerosis 43 years ago. We learned many lessons together that have helped her make the transition to assisted living. It's been a joy that I have

the energy to handle all the arrangements and to be there for my mother, like she always has been for me."

Ruth did end up living with Shelley and her husband for two weeks immediately after her rehab stay, as they had not yet lined up arrangements, but they knew this was not a viable long-term situation.

"When I spoke with Oakwood, I knew it had a great reputation, and they had five rooms for us to choose from," Shelley says. "When do you ever hear of that? We were thrilled to be able to choose one with a beautiful view. It's like God intervened."

"All mom kept saying was 'I can't believe this. I can't believe this.' And I couldn't believe it either." When move-in day arrived, everything went as smoothly as it possibly could have, according to Shelley.

Shelley's siblings have been pleased with Ruth's experience at Oakwood as well. "They think I walked on water to find this place!" Shelley says with a laugh.

A New Life at Oakwood

Ruth has been settling in and staying busy. She does the jumble every day from the newspaper, enjoys word games on her iPad and iPhone and always has a book going. The scenic bus tours provided by Life Enrichment this summer have been a fun way for Ruth to get to know the Madison area better.

"I couldn't ask for a better place to live." 🌿





*“My siblings think I walked
on water to find this place!”*

– SHELLEY PETERMAN SCHWARZ

RESIDENT PROFILE: JOE AND MARSHA BELISLE

Making the Most of New Opportunities

It was more than 10 years ago when Joe Belisle had hip replacement surgery. His recovery was right on track, and retirement was just around the corner. But two weeks after the surgery, a mishap landed him at Oakwood Village Prairie Ridge for a month of physical therapy.

“We had some car trouble one day, and I called a tow truck to come get us. When the tow truck dropped us off, I opened the door, fell on my new hip and broke my leg in the process. I requested Oakwood for physical therapy because it was close to our home in Sun Prairie,” Joe says.

A Life Adjustment

Joe’s stroke of bad luck changed the course of his retirement. During his rehab, Joe thought so highly of Oakwood he asked about possible volunteer opportunities. Ever since, he’s been volunteering in all kinds of ways.

“In 2011, after my rehab here, I started volunteering in the Village Mercantile store, which was a nice way to meet people,” Joe says. “I also volunteered to take people to Vespers and back home afterward.” His wife, Marsha, also got in on the act when they (along with their dog) became residents of Prairie Ridge in 2019.

Marsha, a Madison native, jokes that she keeps Joe well-dressed thanks to her career working in a Madison department store where she managed everything from fine china to men’s sportswear.

Joe, a Michigan native, moved to Milwaukee as a teenager, and started working for an electrical contractor during high school. That led to his life’s work as a regional sales rep for a Wisconsin Electrical Supply Distributor. If any electrician ever had a claim to fame, Joe’s is that he wired baseball hall-of-famer Hank Aaron’s house in the Milwaukee suburbs.

You might say sparks flew when a mutual friend introduced Joe and Marsha in the 80s. They married 33 years ago and made their home in Sun Prairie.

Getting Involved

Fast forward to 2021, both Joe and Marsha love volunteering and being involved in everything. From weeding gardens and decorating for the holidays to planning social events and offering handyman work for residents, Joe and Marsha are up for it.

“I’m on the dining committee which meets once a month,” Marsha says. “We meet with culinary services staff and discuss proposed menu changes. We are also involved in the Oakwood Packers, which meet



*"We felt Oakwood was a good,
stable place to move to."*

– MARSHA BELISLE

monthly to assemble care packages to send to service members.”

When Joe and Marsha decided to move to Oakwood, they had toured other retirement communities and remained on the Oakwood wait list for five years until they were ready to move. They chose an apartment in the new Grasslands project.

“Oakwood has been around for over 70 years, so we felt it was a good, stable place to move to,” Marsha says.

Outside of volunteer activities, Joe and Marsha are all about the social aspects of Oakwood. Whether it’s in the dining room or in the campus gardens, they enjoy the camaraderie of meeting interesting people and hearing about their family, work and travels.

“There is a group of us that gets together each morning on campus,” Marsha notes. “You just show up, and the day starts with storytelling and sharing.

And in the gardens, everyone shares their flowers and vegetables with one another.”

A handyman at heart, Joe delights in the two woodworking shops on the campus. “You can really get involved here,” he says. “Marsha and I also enjoy getting outside for a morning or evening walk with the dog, and the gym is fantastic too.”

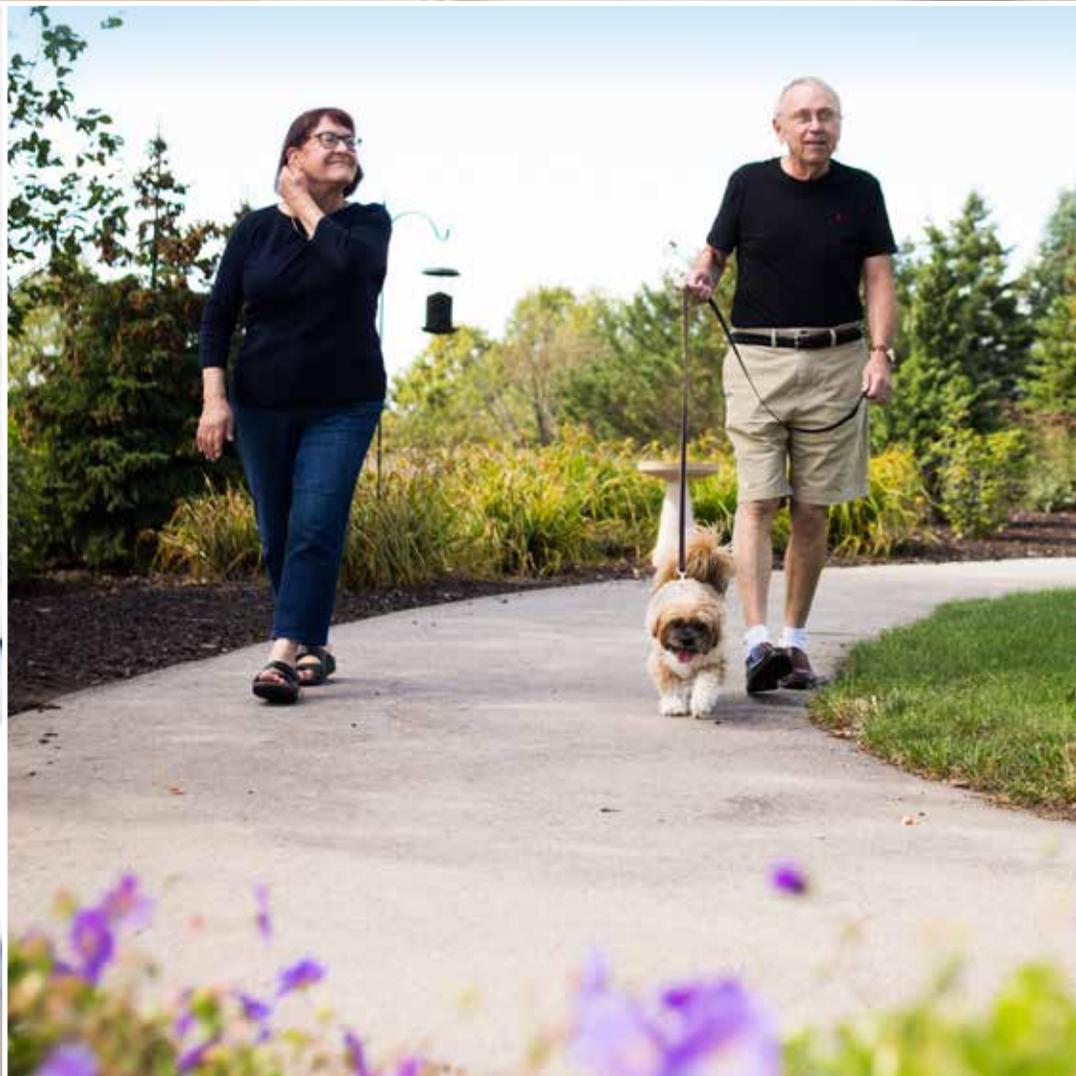
Marsha applauds the Life Enrichment department for the many special programs and outings that are offered to residents. “When you move here, you need to worry about nothing. There is always a person or department to help.”

“I would definitely recommend Oakwood to others,” Joe adds. “I love it here. There’s no other place I’d want to be at this point in my life. It’s like a big, happy family.” 🍷



*"I love it here.
There's no other
place I'd want to be
at this point in my
life. It's like a big,
happy family."*

– JOE BELISLE



Supporting Spiritual Journeys

Get to know the three passionate chaplains who make up Oakwood's Religion and Pastoral Care department.

Towering above his colleagues at six-foot-seven inches tall, Father Christopher "Tyler" Whatley has an impressive view—both literally and figuratively.

"I knew I wanted to have my voice heard at the highest level," he says. Based on his experience with a previous employer, he was looking for an opportunity to be a part of a strong, integrated Pastoral Care program. "I wanted to be sure that the faith perspective was being brought to the table in decision-making."

In his role at Oakwood, Tyler serves as the Director of Religion and Pastoral Care. Tyler is looking to offer new possibilities for integrated spiritual care to Oakwood residents. To illustrate what that looks like in practice, Tyler gives an example from his previous work in a hospital.

"A podiatrist called me because he had a patient whose spouse had recently passed away. The patient was understandably overwhelmed and grieving. The podiatrist was unable to proceed with care because of the patient's distress, so I went down and sat with him. I was able to calm him down and support him. We said a prayer together and then he was able to continue with his visit."

Staff already know that pastoral support is crucial in times of emergent distress.

"It's so important that we, as chaplains, are there in the hard times," Tyler says. "But there's [also] a bigger picture of institutional awareness of how to utilize us, and that's what we'll be bringing to Oakwood."

Tyler is committed to bringing a new perspective to pastoral care.

"We have this bias that everyone's intrinsically spiritual, meaning that humans are meaning-making beings. There's an intangible part of us that gives and receives love, and we try to figure out where an individual derives meaning from, which is valuable information we can share with the care team."

This doesn't mean that his department is seeking to convert anyone, but rather to support them on their chosen spiritual journey.

"If someone tells us they're not religious, or they're atheist, we'll take religion off the table," Tyler explains. "Instead, we'll talk about what sustains the individual, what's their purpose, and try to support them in that way."

Spiritual support from his team provides a holistic picture of an individual, just like social work and nursing, and for this reason, it's important to have a Pastoral Care presence throughout the Oakwood community. What does this mean for residents at Oakwood?



“One of our goals is to have a chaplain present at every interdisciplinary meeting at Oakwood across the continuum,” Tyler says.

Although chaplains may not always have something specific to share, those meetings are a valuable place for them to receive referrals for people who need support.

Oakwood’s pastoral care department consists of three pastors. Tyler is of the Eastern Orthodox tradition; Nicole Espe, who serves the University Woods campus, is Lutheran; and Wayne Shannon, who serves the Prairie Ridge campus, is United Church of Christ. There’s a high level of expertise in the department, with Tyler being a board-certified chaplain, and both Wayne and Nicole currently pursuing their certification.

“The clinical paradigm of chaplaincy does not mean that we’re doctors or psychologists,” Tyler states. “But ‘clinical’ means that we are accountable to the process of documenting our observations, our interventions and our outcomes, and having that paradigm in mind when speaking with a visitor or resident.”

Nonetheless, confidentiality remains a priority. Through training, our chaplains learn to differentiate between information that should be kept confidential versus that which is beneficial to the rest of the team.

The overall goal is to fully support the individual while honoring their privacy.

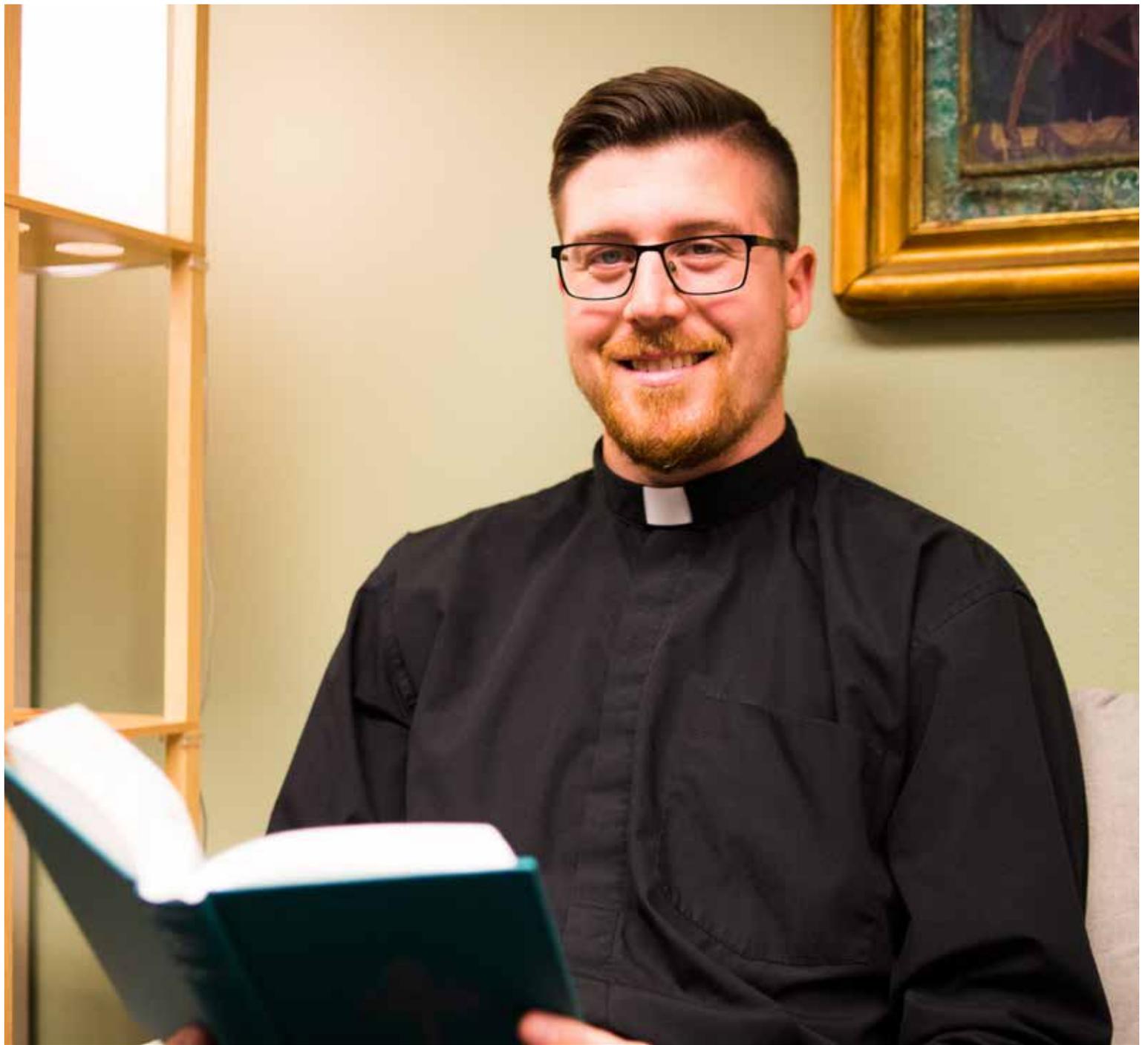
In addition to the integrated approach, the Pastoral Care department is developing initiatives to support Oakwood staff in a way that hasn’t been formalized before.

“We know we have staff who are burnt out, both in dealing with their own lives and the work they do at Oakwood,” Tyler explains. “We want staff to know they can trust us, and can come in and have confidential conversations and receive support right here.”

On the University Woods campus, a room in the Pastoral Care offices has recently transitioned to a lounge-like room, where residents, family members and staff can sit down, have a cup of coffee or tea and chat with one of the pastors.

When asked what has surprised him in his time at Oakwood thus far, Tyler spoke to the level of experience and expertise.

“There’s just so much insight and wisdom here. I’ve been surprised at just how much I’m growing and being molded through my interactions with residents.” 🌱



“The collective wisdom and life journeys of our residents are a treasure trove. Both as a chaplain and manager, it’s my privilege to be a ‘collector of stories’ and a spiritual companion in this environment.”

– TYLER WHATLEY

REV. CHRISTOPHER TYLER WHATLEY

Director of Religion and Pastoral Care

A Note on Clergy Titles

I most often go by Tyler. In the Eastern Orthodox tradition, “Reverend” and “Father” are both titles used, although Reverend is the more formal title. Chaplain is also appropriate as it indicates my professional credential. So you may hear me referred to in any of those ways, and they’re all correct!

Do you have previous work experience with seniors?

Yes, I worked in a similar role at Aspirus-Divine Savior and oversaw religion and pastoral care for the residents of Tivoli Senior Living Community. I also visited seniors in the hospital and in my congregation.

What is your favorite scripture or passage?

1 John 4:18a: “There is no fear in love, but perfect love casts out fear.”

Why did you choose to work at Oakwood?

I was thrilled at the prospect of a newly created position in such a wonderful community setting.

Tell us about your family. Are you married? Do you have kids?

I am married to Tia, my wife of eight years, and we have four children: Aiden, Adelaide, Annabel and Amalie.

Do you have any pets? If so, what kind?

Not currently, but the kids have been working overtime to convince us to get a puppy. We’ll see!

What do you like to do for fun?

I love spending time with my family outdoors and I also play guitar, bass and sing in two punk rock bands.

Favorite food?

I’m a big fan of ethnic food, any and all!

Favorite sports team?

Mainly a fan of college sports; my favorite teams are the Georgia Bulldogs (or DAWGS as we spell it down south) and the Wisconsin Badgers.

Tyler’s Outlook

What I say most often when describing my experience at Oakwood is just how much reciprocity I encounter working here. The collective wisdom and life journeys of our residents are a treasure trove. Both as a chaplain and manager, it’s my privilege to be a ‘collector of stories’ and a spiritual companion in this environment. I am filled with gratitude for the opportunity I’ve been given here and look forward to a long career of ministry ahead!



WAYNE SHANNON

Prairie Ridge Chaplain

Do you have previous work experience with seniors?

My first church had a majority of senior members and I've been comfortable working with seniors throughout my ministry. Even growing up, I knew all the seniors at my church.

What is your favorite scripture or passage?

There are so many stories and parables in scripture that mean so much to me, but I love 1 John 4:7-9 "Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God. Whoever does not love does not know God, for God is love."

Why did you choose to work at Oakwood?

My answer is not so much that I chose, but that I was called to and led by the Spirit to this ministry. The ministry at Oakwood fits my pastoral gifts and I've enjoyed being part of the community for the last seven years.

Tell us about your family. Are you married? Do you have kids?

I'm single, no children. I do enjoy being an uncle to four nieces and two nephews in-law, as well as a great uncle to a four-year-old nephew and one-year-old niece. My folks still live in Louisville along with my sister and her husband, and my brother and his wife live in Florence, SC.

What do you like to do for fun?

Board games with friends, cards, bocce ball, movies, watching television, reading mysteries, art museums, antiques and spending time with family and friends.

Favorite food?

I love breakfast: eggs, bacon, sausage, ham, biscuits and hash browns. I also like my mom's fried chicken, a good hamburger, pizza (no anchovies, olives or green peppers please), Chinese food, Indian food... and who doesn't like tacos?

Favorite sports team?

St. Louis Cardinals, Green Bay Packers and University of Kentucky basketball (Go Big Blue).

Wayne's Outlook

I'm glad to be part of this new Pastoral Care team along with Tyler and Nicole. I'm looking forward to many more years of ministry at the Prairie Ridge campus and with Oakwood in general.





“It’s not so much that I chose Oakwood, but that I was called to and led by the Spirit to this ministry.”

– WAYNE SHANNON



“Oakwood blesses me with the unique opportunity to wear the hat of both a pastor and a chaplain in my professional life. I enjoy building lasting relationships and thrive spiritually through connecting to a sense of community.”

– NICOLE ESPE

NICOLE ESPE

University Woods Chaplain

Do you have previous work experience with seniors?

In both parish ministry and as a hospital chaplain I have served many ages, including seniors.

What is your favorite scripture or passage?

John, Chapter 1 "The Word Became Flesh".

Psalms 139 "You have searched me, Lord, and you know me..."

Why did you choose to work at Oakwood?

Oakwood blesses me with the unique opportunity to wear the hat of both a pastor and a chaplain in my professional life. I enjoy building lasting relationships and thrive spiritually through connecting to a sense of community. I'm also enlivened by interacting in clinical settings and as part of an interdisciplinary team.

Tell us about your family. Are you married? Do you have kids?

My better half, Eric, and I have been married for 26 years. We have two sons, Abram and Soren. Abe is currently working as the Retreat Host at Sugar Creek Bible Camp near Ferryville, Wisconsin, and Soren is beginning his junior year of high school in Mount Horeb. I have two younger sisters who live out of state with their respective families, and I'm the lucky one who gets to live near my parents, who are on the west side of Madison.

Do you have any pets? If so, what kind?

We have pet cats, pet rats and foster and family dogs, along with chickens and horses. I love to feed wild birds, and we are blessed with Sandhill cranes, coyotes and trout in the neighborhood too.

What do you like to do for fun?

I love being outside, taking walks, going for a paddle or grooming animals. I help to save lives through a dog rescue group, which involves driving transport vans and doing fundraisers and public outreach events. We give dogs the veterinary and foster care they need. I also find a lot of rest for my soul by curling up with a good book. Any genre will do!

Favorite food?

Any dinner my mother makes.

Favorite sports team?

I love dryland dog sports! Dryland is the fall sport that leads up to sled races. Since my dogs are older now, we do casual hikes and bike rides around New Glarus and Mount Horeb.

Nicole's Outlook

Having just recently joined the Oakwood community, I'd like to acknowledge all of the residents and staff who have been so welcoming and supportive. Everywhere I go, I have sensed a great deal of commitment and grace in this place! 🌱



Worship That Works for Everyone

Good Shepherd Lutheran Church

“We work really hard to make this place welcoming to all people, regardless of skin color, gender, politics or anything else. We truly want everyone to feel comfortable here,” Pastor Chris Enstad of Good Shepherd Lutheran Church says.

Good Shepherd locations, in Madison and Verona, are unique and have their own strengths, but maintain the spirit described by Pastor Chris, “We’re one church.”

The original location, off of Raymond Road on the west side of Madison, houses an organ and

a traditional sanctuary space, as well as a more traditional worship style.

In Verona, the church is only about 20 years old and doesn’t have an organ, so churchgoers will experience a “more contemporary feel” from the music.

Verona features a worship band at each of the Sunday morning services and a separate Sunday night service that was originally a youth worship service. “It’s more contemplative, is candlelit and has lighter music,” Pastor Chris says of the Sunday night service. 🕯️



*“We truly want
everyone to feel
comfortable here.”*

– PASTOR CHRIS ENSTAD
Good Shepherd Lutheran Church





AT A GLANCE

Established 1957

Members 3,600

Lead Pastor Chris Enstad

Website gslcwi.com

Phone Number 608.271.6633

Madison

5701 Raymond Road, Madison,
Wisconsin 53711

Verona

7291 County Highway PD, Verona,
Wisconsin 53593



SERVICE TIMES

Madison

Sunday at 9:00am

Verona

Sunday at 10:30am

Sunday at 6:00pm



“We’ve really been experimenting and learning what it looks like to not only feed people, but pull them together for fellowship in different venues.”

– PASTOR CHRIS ENSTAD
Good Shepherd Lutheran Church

“We have a very dynamic outreach ministry with our two campuses,” Pastor Chris says. The Madison campus has a clothes closet and food pantry ministries that are open to serve residents of the zip code. Working in conjunction with the Allied Food Pantry and the Badger Prairie Needs Network, Good Shepherd provides support in the community. This includes clothing for children and younger people, and food for families facing food scarcity or instability.

A Church on Wheels

One ministry that is quickly earning its stripes (or, rather, its spots) is Holy COW. The “Holy Church on Wheels” is comprised of a Honda Pilot and a food cart donated by a church in Lodi. They take a unique approach to spreading the word of God.

“The church was never intended to be behind four walls,” reads Holy COW’s description on the Good Shepherd website.

“We’ve really been experimenting and learning what it looks like to not only feed people, but pull them together for fellowship in different venues. From our own church parking lot to a park in Verona, we’re out feeding people and then having an impromptu worship service,” Pastor Chris says.

The food cart offers food through a “pay-what-you-can” model, with any revenue generated beyond covering costs getting donated to different ministries.

“We’re on the front end of this experiment right now. We’re asking questions like ‘What does a church ministry look like that moves around, and perhaps is never going to see the same people again, maybe ever?’”

Pastor Chris prays that the ministry is able to reach people who may not feel comfortable coming into the church building. Through Holy COW, they’re able to reach people where it works best for them.

Ministry Across Generations

Although they have a ministry specifically for older adults, called “PrimeTimers,” Pastor Chris is struck by how many of Good Shepherd’s programs are enjoyed across a wide range of ages.

“In the churches I served before coming to Good Shepherd in 2016, we had to work really hard to get older adults to come do things with kids, and vice versa. I don’t know what is in the water at Good Shepherd, but it’s gotten to the point where people assume that large church activities are for everybody. And everybody comes. It’s really cool.” 🌱

STAFF PROFILE

John Williams

Senior Director of Culinary Services, John Williams, has earned the following credentials: CEC, CFBE, FMP, MWMSC.

“At the early age of eight, I knew what I wanted to do with my life.” John Williams says. “I was blessed.”

He recalls the moment he realized his love for cooking. “I remember being in the kitchen with my mom; I was

probably tugging on her apron, and she told me to go read a book.”

He happened to grab a Good Housekeeping cookbook. After thumbing through the numerous recipes for chicken, John arrived at duck.

“At that point, the only thing I knew about duck was Donald Duck,” he recounts with a laugh.





“My culinary style is very clean. I cook within the seasons, so I use whatever is fresh and bountiful.”

– JOHN WILLIAMS
Senior Director of Culinary Services

He announced to his mother that he was going to make duck a l'orange for dinner. To his surprise, she replied, "I'm not buying you a duck, but let's go to the store and I'll buy you a chicken." They got all the ingredients, and John cooked for his family that night.

Cooking for the family had an unexpected benefit for John. He realized, "If I cooked dinner, I didn't have to do the dishes. I'm the oldest of five kids—so there were always a lot of dishes to be done!"

From then on, John was regularly cooking dinner for his family (and avoiding dish duty).

John began his formal culinary training in his hometown of Lansing, Michigan. He enrolled in a three-year program at a local community college before transferring to Michigan State University to complete his education.

"After graduation, I started to hone my craft and ended up working for a few large companies. I've opened over 40 restaurants across the United States, along with a couple resorts and hotels."

John's clean culinary style made him a great fit for the three years he spent as executive chef at Sundara Inn & Spa in Wisconsin Dells. He even wrote a cookbook while working for Sundara, but a life change made him rethink his employment.

"When my wife got pregnant, I decided I needed to step away from the restaurant business and get into something that was going to be more conducive to family life, so I went into healthcare."

That's when UW Health came calling and offered him a position as the Executive Chef at the University of Wisconsin Hospital, marking his first foray into the field. After a few years, he decided he wanted to move out of the kitchen and into a director role, so he pursued a director's position in Oconomowoc for Rogers Behavioral Health.

John spent six great years there and ultimately thought that would be where he'd retire, but organizational changes altered John's path, and he left Rogers in January of 2021.

Considering offers throughout the country, John and his wife ultimately left the decision in the hands of their teenage daughter. "She started high school this fall and she said, 'Dad I really want to finish high school here in Wisconsin.'"

With that, John started looking in the state for what he would consider his "next challenge." He explored opening his own restaurant (twice) but his wife talked him out of that.

After learning about the opportunity with Oakwood that he now occupies, "I felt like I needed to be here."

As Senior Director of Culinary Services at Oakwood, John brings a wealth of knowledge and experience, along with his lifelong passion for food.

John has been regularly meeting with the Dining Committee on each campus to hear their thoughts, which has helped to frame his vision for the future of Culinary Services at Oakwood.

"The biggest thing is consistency, but you can't have consistency without processes." Establishing and implementing these processes has been his top priority since arriving at Oakwood.

When asked what his personal culinary style is, John describes it as "very clean. Not a lot of butter, not a lot of fat, more oil-based. I cook within the seasons, so I use whatever's fresh and bountiful."

He looks forward to bringing that philosophy to Oakwood's dining venues.

John has been warmly greeted on the Oakwood campuses, and is excited to share his passion for not just the flavors of food, but the power of food throughout Oakwood. 🌱

Q&A WITH

Reg Hislop, CEO

We continue our conversation with Oakwood CEO Reginald “Reg” Hislop as we discuss the organization’s priorities and get to know him personally and professionally.

Employees are in high demand across the country. Have our two campuses been impacted by the nationwide staffing shortage? If so, how has Oakwood addressed this challenge?

Yes, we have, as has nearly every employer in the region. Most of us noticed ‘help wanted’ signs at all kinds of stores, malls and restaurants. COVID displaced workers from all industries, but I think direct floor staff/direct caregiving staff in healthcare have been more adversely impacted. Nurses, for example, were already in short supply pre-COVID nationally as retirements have outpaced new grads pursuing direct care roles. Likewise, nurses, pharmacists and therapists have many more career opportunities than ever before. Everyone in our industry (healthcare, senior care, etc.) is competing for the same talent.

We have taken a long look at who and what we need, and in reality, we are more fortunate than most. While we still need more staff, we are blessed to have a great core and we continue to add incrementally to the team. We have raised wages and looked at a variety

of benefit options, different work day structures and shift options. We have relied more heavily on employees recruiting new employees, preferring to give bonuses to our existing staff for referrals than to new staff via sign-on bonuses. In my experience, the latter doesn’t result in more hires or higher-quality hires. With school starting back in-person and enhanced unemployment benefits ending, we are hopeful that more folks will need and want to return to the workforce and, therefore, choose Oakwood as a great career option.

With the rise of the Delta variant, COVID-19 continues to be a highly relevant topic. How do you feel Oakwood has navigated the pandemic in 2021, and what challenges and opportunities related to COVID-19 is the organization preparing for in the near future?

From the beginning, we’ve done exceptionally well. We have had very few cases compared to other providers, and our vaccination rates are very high. Whereas our industry averages about 50 percent vaccinated, Oakwood is at nearly 90 percent for staff and 100 percent for residents on any given day.

COVID remains episodically disruptive. Just when we thought life was trending back toward something like we all knew in 2019, Delta arrived and we went



backward. If experience in other countries is a guide, Delta will run its course, adversely impacting folks that aren't yet immune. Given the high vaccination rate at Oakwood and in Dane County, I am hopeful that the blip is small and temporary, and that we can move toward full recovery once again. We will stay vigilant and move forward as we have since COVID entered our world.

In 2020, Oakwood focused on strengthening its operating performance. What have you seen in terms of operating performance year-to-date in 2021, and how is Oakwood's overall financial health?

The trend is good in the long-term, but short-term, labor challenges have kept us behind where I hoped we would be. COVID also continues to throw curves

in terms of our census development and, to a lesser extent, cost increases via supply chain issues. We have also seen inflation enter our lives as utility costs, food costs and supply costs are increasing. As I said, wages are also trending up.

The structural changes we made to our operating model in 2020 are continuing and changes we have made to our investment activities have borne significant fruit. We have been able to take advantage of market trends in a significant way, reaping millions of dollars of investment gains. This has allowed us to generate positive cash flows, despite COVID headwinds and census challenges.

Our outlook is very good, so long as we can see stability return to the labor markets and our historic referral markets. We have new product lines

forthcoming in the home health field, which will add significant revenue over time. Replacing Hebron Oaks will also help strengthen the University Woods campus.

The Madison area is seeing a number of new senior housing projects being constructed. What makes Oakwood stand apart from many of these places, which may attract people with “new” buildings?

Throughout my career, I’ve observed new developments that appear “shiny, new and threatening.” The reality is that few of these will have the combination of management and leadership depth along with the depth of capital to really compete. They will draw incremental market share, but Oakwood’s market share is so sufficiently deep and historically tied to Oakwood that a new development won’t pose a threat to us. So long as we continue to invest in our spaces and develop cutting-edge programs and services that match the demands of our market, we can set ourselves apart.

Brick and mortar is one piece, but ultimately, care and service wins the day. That is where we are headed—creating a full continuum of services from housing to inpatient health care, assisted care and community services. Remember, these new projects want what we already have: waiting lists, reputation, etc. As long as we actively engage in keeping Oakwood at the head of the pack, we will be more than fine.

When you were a child, what did you want to be when you grew up?

Like most boys, I wanted to be a pro athlete. I loved baseball but I also loved football. Later in life (but still when I was young), I wanted to be a college professor. That was my first real job and I loved the teaching aspects. I thought I would spend my career in academia but opportunities in private business,

healthcare in particular caused a career shift which I never foresaw but don’t regret. I still hope to return to the classroom at some point, once my Oakwood time has passed.

Have you ever heard a speaker live, or attended a performance (not a concert) that profoundly impacted you?

Years ago, I was honored to attend a lecture by Elie Wiesel, a Holocaust survivor and a founder of the Holocaust Memorial Museum in Washington, D.C. He was imprisoned in Auschwitz and Buchenwald as a boy with his family. His mother and sister were killed in the gas chambers at Auschwitz on arrival but he and his father survived. His father finally passed from illness, beatings and starvation before the camps were liberated.

To this day, I still remember his stories of the camps, the atrocities and the events that led to the Holocaust in Germany. I often see too many troubling parallels today that cause me concern and wish more people could have been at his lecture, or would take the time to study the events leading up to and through the Holocaust.

If you had to choose, would you prefer living in a hot climate or a cold climate? Mountains or ocean?

Mountains, hands down. I love the change of seasons and I do enjoy winter! An ocean environment is fun to visit, but to live in... I love the outdoors and the changing of seasons and views (snow-covered fields and hills, green pastures in spring, stunning golds, oranges and reds in fall). 🌲

STAFF PROFILE

Sarah Noyes

Caring for others runs in Sarah Noyes' family.

Her mom is a nurse practitioner and her oldest sister is a nurse, which influenced Sarah to become a CNA during high school.

"That's when I knew I wanted to be in the healthcare field. I chose nursing because there is so much variety. I like caring for others and getting to see your patients every day."

She enjoyed caregiving so much that she worked as a CNA throughout college and decided to pursue her Bachelor of Science in Nursing at Edgewood College. During her second year of nursing school, she applied to participate in the nurse externship program, and then quickly accepted when Oakwood offered an opportunity to work with nurses and patients in Hebron Oaks at University Woods.

While nursing students get the benefit of real world experience under the eye of a professional, Oakwood gets the benefit of having a student nurse on campus, whose ideas, energy and talent invigorate our staff members.

"I really liked my externship here. I learned medication management and had the opportunity to work on my nursing skills by doing head-to-toe patient assessments. Everybody at Oakwood is just so friendly and willing to help; if there was a nursing skill I hadn't practiced yet, they would coach me through it."

Donor gifts to the Oakwood Foundation annually support nurse externship opportunities. Both Prairie Ridge and University Woods typically host one or

two externs per summer, depending upon interest from nursing students. The program provides compensation to nursing students for their work on campus.

Hosting nursing students and providing opportunities to work alongside Oakwood nurses is just one of many ways Oakwood strives to positively impact the healthcare field in Madison. However, there is some self-interest in participating in the nurse extern program, as hosting these students also provides



Oakwood with a chance to expose future nurses to the field of aging and long-term care as we continually seek to attract talented caregivers.

While many students complete their externships and inform their peers of their positive experience while at Oakwood, some, like Sarah, remain with Oakwood as they start their professional careers.

After her externship, Sarah continued working at University Woods as a medical technician while completing her last semester, passing the National Council Licensure Examination, and becoming a Registered Nurse.

Three years after her externship, Sarah remains at Oakwood and is as passionate as ever about caring for older adults. Sarah recently accepted a new position in Hebron Oaks as Care Coordinator, which is focused on helping short-term rehab residents prepare for their return home.

“I really like the environment at Oakwood. My co-workers are friendly and I enjoy serving people, whether they are here for short-term rehabilitation or long term care.”

Your gifts to the Oakwood Mission Support Fund help make Oakwood's participation in the nurse extern program possible. Thank you! 🌱



“Everybody at Oakwood is just so friendly and willing to help.”

– SARAH NOYES
Care Coordinator

Giving to the Oakwood Foundation

IRA Qualified Charitable Distribution and Donor-Advised Funds

As we approach the end of the calendar year, please keep in mind that the Oakwood Foundation gratefully accepts IRA distribution gifts and gifts from donor-advised funds.

IRA Giving

If you own an IRA and are 72 years or older, the IRS requires a Minimum Required Distribution (MRD) each year.

You can send some or all of the MRD (up to \$100,000) to charity. It's called a Qualified Charitable Distribution (QCD). The money distributed to charity is not taxable.

Because of recent adjustments to the standard deduction on income taxes, it may make sense to use your IRA as your primary method of charitable giving.

Donor-Advised Funds

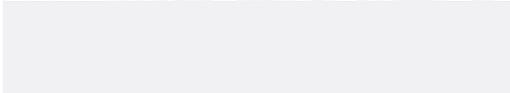
Donor-advised funds are available through community foundations and financial institutions. As the name suggests, a donor-advised fund is established with an initial gift; the donor then decides which charities benefit from this fund.

While donor-advised funds started in 1931, the Tax Cuts and Jobs Act of 2017 has made their use more common. Because the standard deduction increased to \$12,550 for an individual and \$25,100 for a couple, charitable gifts (or other potentially deductible expenses) need to exceed those numbers in order to itemize deductions.

This change has led many donors to give a larger amount in a given year to their donor-advised fund. The donor then directs the fund manager to send a gift to their charity.

We appreciate your interest in supporting the Oakwood Foundation through an IRA distribution or a donor-advised fund. If you have questions about either of these giving opportunities, please contact David Mossner at (608) 230-4441 or at david.mossner@oakwoodvillage.net.

Please know the Oakwood Foundation doesn't give tax advice. We recommend you talk with your tax advisor about giving strategies to accomplish your philanthropic goals. 🌱



HORTICULTURE HAPPENINGS

The Beauty of Autumn

The arrival of each season brings the excitement and pleasure of new outdoor beauty. Whether it's the jewel tones of fall foliage or the bright splendor of fresh snowfall upon deep evergreens, both Oakwood campuses provide abundant opportunities to take in natural beauty.

Our autumn displays this year use an array of colored mums, Swiss chard plants, grasses, dusty miller plants, and flowering and leafy kale plants. You'll notice an abundance (we're talking thousands) of pumpkins, squashes, gourds, corn stalks and straw bales. Last year, our University Woods campus alone had nearly 1,000 pumpkins and squashes.

After the leaves fall and cold weather has descended upon us, Oakwood's seasonal displays will shift to winter. Expect to see a lot more lights on evergreen

trees and more planters decorated with evergreen boughs and ornaments. Prairie Ridge will likely also notice the addition of giant snowflakes and lighted ornaments.

Plans for 2022 are also underway. Sarah Smilanich, the horticulturist at Prairie Ridge, will choose the color theme for the campuses, and is leaning toward a vibrant theme using blue, lime, magenta and black/burgundy.

Horticulture Supervisor, Savannah Conradt and her team prioritize buying their plants locally, when possible. Summer annuals and fall plants come from Heidi A. Heath Farms in Coloma, Wisconsin, while many of the fall display items come from Kalscheuer Farms in Middleton, Wisconsin. 🌿

BOARD MEMBER PROFILE

Joy Gänder

From Joy Gänder's house on the near east side of Madison, you can see Tenney Park buzzing with activity. Joy took up playing hockey a couple of years ago, so in the winter months she heads across the street and laces up her skates to go ice skating. But you can bet she never skates on thin ice, because when Joy isn't enjoying outdoor activities, she is laser-focused on managing risks.

Gänder Consulting Group, LLC, the Madison-based consulting firm Joy founded, helps organizations become better buyers of insurance and more strategic in planning for how they will manage potential risks that can range from data breaches to any number of other organizational threats.

Born and raised on the north side of Milwaukee, Joy attended the University of Wisconsin-Madison, and selected her field of study through a process of elimination.

"I couldn't stand the sight of blood, so medicine was out of the question," she says. "I looked at engineering and English, and ended up in the School of Business."

Joy says an enthusiastic professor taught the Introduction to Risk Management course, inspiring her to pursue a double major in risk management and marketing.

Early on in her career, Joy worked at American Family Insurance as a Field Underwriter, changed companies and underwrote long-haul trucking firms. Later, she joined a risk management consulting firm before

eventually opening her own consulting firm in 2005. It serves public and private-sector clients, including nonprofit organizations.

"The beauty of the services we provide is that a lot of clients use us on an as-needed basis. Because we don't sell insurance, we don't have a dog in the fight when it comes to deciding what insurance to buy or from whom," Joy says. "Clients who have technical questions about an insurance claim or purchasing insurance call us. We also do long-term strategic planning related to risk management."

Joy's firm helps organizations think about how to manage assets that are at risk of loss or damage. That doesn't include speculative risks such as investments, but rather risks to buildings, products, data, intellectual property and the like.

"I ask clients what their greatest asset is. Many say it's their reputation. They need to have policies and procedures in place for managing their operations, employees and their relationship with the community. In other words, I'm assisting my clients with taking control of situations before they become situations."

Joy brought her experience and talent to Oakwood Village two years ago as a member of the Audit, Insurance and Finance Council. She joined the Oakwood Lutheran Senior Ministries Board of Directors earlier this year.

"One of the Oakwood board members knew me from Rotary," Joy says. "She told me 'We need you.'"

“It takes a while to learn about the organization, so from a board perspective, I’m just getting my feet wet. But I’m a big believer in continuing education, and this is an opportunity for me to get involved with a high-profile organization in the community that I’ve lived in for 30 years.” Joy says.

Madison, and all it has to offer, fits Joy’s active life. She takes full advantage of outdoor recreational opportunities like biking, running, playing tennis and walking with her dog. Her two adult daughters live in other parts of the country, but her 92-year-old father, a retired dentist, is here in Wisconsin.

“My father lives alone, but an older individual’s chances of living longer are better when they are engaged with others. Oakwood offers a much-needed housing option for people as they age that also includes a social aspect.”

Joy says in her short time with the board, she sees her fellow board members as a group of volunteers who are very dedicated to the organization. Likewise, she sees the staff leadership as individuals who are committed to the organization and continuing to provide a high quality of life to all residents.

“Oakwood offers this lovely combination of a housing alternative and a Lutheran-based community. People experience so many emotions when they are downsizing. You can’t quantify it, but the Lutheran affiliation can be an additional layer of comfort for residents.” 🌿



“Oakwood offers this lovely combination of a housing alternative and a Lutheran-based community.”

– JOY GÄNDER

BACK ON TRACK

Oakwood Chamber Players Return for 2021-22 Concert Season

“As members of the Oakwood Chamber Players, we count ourselves among the luckiest musicians alive today,” violinist Elspeth Stalter Clouse says.

“We genuinely enjoy spending time with one another, working through difficult passages together during rehearsals. We have not one, but two beautiful performance spaces available to us. And most importantly, we have an audience as adventurous and open-minded about listening to music as we are about performing it.”

Almost any musician would agree that these three factors make up the recipe for a truly fulfilling professional life. The Oakwood Chamber Players are grateful for that opportunity at Oakwood Village, and are excited to be back on your doorstep this fall.

If you haven't yet had the pleasure of meeting them, the Oakwood Chamber Players are a group of six professional musicians—violin, cello, oboe, flute, clarinet and bassoon—working in and around Madison. In fact, you may have already seen some of them performing with the Madison Symphony or the Wisconsin Chamber Orchestra. However, while they all enjoy playing in larger ensembles, chamber music is their first love.

Playing in a small chamber ensemble gives members of OCP opportunities that they don't often have as

musicians. They get to know one another's playing styles more intimately, allowing them to explore deeper musical ideas beyond the notes on the page. They get to program music they are passionate about, and often introduce one another to new composers and works in the process. The players also get to know you, their audience, more personally; by interacting with you before, during and after performances, they build lasting and profoundly meaningful relationships.

Likewise, attending a chamber music concert is a special experience for audiences. It's easier to see the musicians interact with one another on stage, and to watch as musical ideas are passed around from one performer to another. You'll have the opportunity to get to know the players' individual musical styles, which helps you get to know them as people, too, since their personalities often shine through their playing. Chamber music concerts are also more likely to introduce you to new favorite composers and pieces, especially in an ensemble with such unique instrumentation like the Oakwood Chamber Players.

This season, the Oakwood Chamber Players are overjoyed to return to the stage for in-person concerts. They will be performing each of their programs at both Oakwood campuses: on Friday nights at 7:00pm, they will be at Oakwood Village Prairie Ridge, and on Saturday nights at 7:00pm they will be at Oakwood Village University Woods. As always, these performances are free for Oakwood residents.



▲ Pictured above, left to right: Amanda Szczys, bassoon; Valree Casey, oboe; Maggie Townsend, cello; Nancy Mackenzie, clarinet; Marilyn Chohaney, flute; Elspeth Stalter-Clouse, violin

In addition, the players will be offering a third Sunday afternoon concert out in the community on select programs this year, performing at 2:00pm at Olbrich Botanical Gardens and the Madison Opera Center.

To stay in touch with the Oakwood Chamber Players, visit the OCP website at www.oakwoodchamberplayers.com or follow the group on Facebook at www.facebook.com/oakwoodchamberplayers. You'll get updates with performance details in the weeks leading up to each concert.

Financial support for the Oakwood Chamber Players is made possible thanks to your gifts to the Oakwood Foundation. 🌱

MARK YOUR CALENDARS!

Remaining concert dates for the 2021-22 season

Friday, December 10 7:00pm
Oakwood Village Prairie Ridge

Saturday, December 11 7:00pm
Oakwood Village University Woods

Sunday, December 12 2:00pm
Olbrich Botanical Gardens

Friday, January 14 7:00pm
Oakwood Village Prairie Ridge

Saturday, January 15 7:00pm
Oakwood Village University Woods

Sunday, January 16 2:00pm
Madison Opera Center

Friday, March 4 7:00pm
Oakwood Village Prairie Ridge

Saturday, March 5 7:00pm
Oakwood Village University Woods

Sunday, March 6 2:00pm
Madison Opera Center

Friday, May 13 7:00pm
Oakwood Village Prairie Ridge

Saturday, May 14 7:00pm
Oakwood Village University Woods

2021 COMMUNITY PARTNERS

The Oakwood Foundation would like to thank the following business partners who have made the choice to support our organization in 2021. Their support demonstrates their commitment to serving Oakwood and provides the Oakwood Foundation with additional resources to enhance programs and services for our community.

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better people = better builders®

Silver Partner

Giving at the \$5,000 Level



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Giving at the \$1,500 Level

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If you know individuals associated with these organizations, please thank them for choosing to support Oakwood as a 2021 Community Partner!

OAKWOOD DONORS

A Crucial Resource for Needed Care

Your gifts to the Continuing Care Endowment Fund help Oakwood provide care to people who need it most.

This year, the Oakwood Foundation Board approved \$675,000 of support from the Continuing Care Endowment Fund to help offset operating losses. These losses were a result of caring for those who have outlived their resources.

While this accounts for approximately 25 percent of the \$2.5 million Oakwood spends annually on subsidized care, it also represents a significant increase from the \$600,000 contributed from the fund in 2020.

*Your support helps Oakwood to continue supporting older adults who run out of funds through no fault of their own.
Thank you!*





OAKWOOD

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OAKWOOD
Outlook

News from Oakwood Lutheran Senior Ministries

FALL/WINTER
2021



Making the Most of New Opportunities

Learn how Joe and Marsha Belisle started a new life at Oakwood.

▶ [READ THE ARTICLE ON PAGE 10](#)