

OAKWOOD • FALL/WINTER 2022

Outlook



Fred Day

*A Life of
Exploration*

Powering Up for the Future

*Oakwood Stays
Plugged into
EV Demand*





Inclusion

At Oakwood, everyone is welcome. Whenever possible, residents are brought together from different levels of care, buildings, and campuses to experience each other in community. We welcome opinions and strive to consider different perspectives to create fair, welcoming, and accessible experiences for all. We are a thriving community and are proud to be a resource for the broader community.

 People Thrive Here

Outlook

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A GIANT LEAP FOR PATIENT-CENTERED CARE

Learn About Preferred Services from Clinical Director Vicky Thelen

Throughout my childhood and teen years, the United States was very active with the Space Shuttle missions.

I remember that exciting day, April 12, 1981, when Mrs. Childers, my third-grade teacher in Virginia Beach, VA, rolled a bulky television into the classroom. All of us watched the first launch of the Space Shuttle with rapt attention. It was a thrilling moment and one that has stayed with me my whole life. The planning, the science, the dedication, and the commitment by NASA and other entities to make the Space Shuttle program work was immense.

Back then, I only was aware of the glorious launch, clouds of gases billowing off the launch pad, and the excitement of the countdown. Now I understand the amount of work behind each launch and landing, not to mention the actual risk of being in space. Sometimes the shuttle worked well, and flawless missions ensued. Sadly, other times were disastrous events. Nonetheless, the dreaming, the planning,

and the work didn't end. So many positive research discoveries, the Hubble Space Telescope, the first woman astronaut, the first teacher in space... the list goes on and on.

While it would be preposterous to compare the opening of Oakwood Preferred Home Health to the Space Shuttle Program, I can't help but see some similarities. We are creating a very technical program, which is licensed by the State of Wisconsin and accredited by The Accreditation Commission for Healthcare. Medicare reimbursement is one of the most complex reimbursement systems in healthcare, and Home Health is no exception.

Our policies and standards of care are subject to review in the same way that our skilled nursing and rehabilitation policies and standards are. It takes a lot of work to build a billing system, a policy review system, quality initiatives, and to lay a sturdy foundation for our services. Staff must complete extensive training, which means a robust onboarding



*“We are launching, so to speak, into a new realm
and making history here at Oakwood.”*

– VICKY THELEN



process. Departments here throughout Oakwood have collaborated with Home Health to ensure smooth transitions of care.

We are launching, so to speak, into a new realm and making history here at Oakwood!

How does Oakwood Preferred Services work?

We provide skilled rehabilitative nursing, physical therapy, occupational therapy, and speech therapy under a physician's orders based on a Plan of Care which is sent to the ordering physician for a signature. This Plan of Care is created with the Services patient as the central focus of the plan. Oakwood's various disciplines work together to achieve the common goals agreed upon by the patient and their physician, with the primary goal to restore independence and health to the highest level possible.

These services are reimbursable through Medicare and insurance plans. Each patient participating in Oakwood Preferred Services will have an RN Case Manager assigned to them.

Oakwood Preferred Services will also offer Supportive Services, which is covered through private pay. An outreach manager will provide a free informational visit, and discuss with the patient and their family (if desired) which services would be best to support the patient. Services may include companion care, assistance with bathing, dressing, meal preparation, and light housekeeping.

For tasks requiring delegation from a registered nurse, such as help with feeding and bathing, a Plan of Care is created and sent to a physician for a signature. Again, these services are privately paid.

These Supportive Services are meant to enhance, not replace, services already offered at Oakwood. For example, if you are living in Settlers Ridge at Prairie Ridge, or The Oaks at University Woods, and you need more services than Oakwood can provide, we are here to help meet your needs.

While we might not be handling rocket fuel, we are handling the lives of older adults and supporting their health here at Oakwood Village. We have a major impact on the trajectory of their wellness, independence, and the galaxy of support surrounding them. Our hope is that you see the same level of dedication, safety, science, and wonder exhibited by our space program.

Thank you for sharing this journey with us. We hope to become your trusted partner and primary choice for Home Health, Supportive Services and more.

Oakwood Preferred Services is now accepting patients for Home Health Rehab Services and Supportive Services throughout our two campuses. If you are interested in learning more about Oakwood Preferred Services, please call (608) 230-4477, speak with a member of Oakwood's Health and Wellness or social services staff, or let your doctor know you want Oakwood Preferred Services. 📞



OAKWOOD
PREFERRED SERVICES

“While we might not be handling rocket fuel, we are handling the lives of older adults and supporting their health here at Oakwood Village.”

– VICKY THELEN





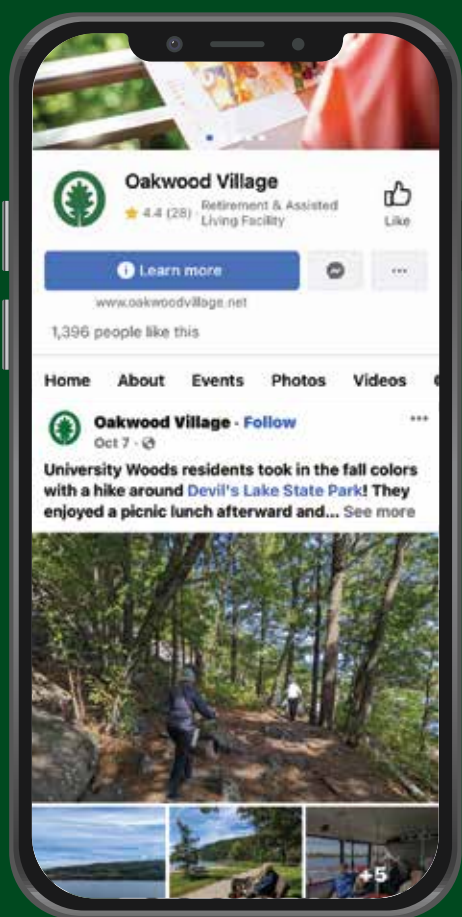
WE'RE ROLLING!

If you see one of these sharp new vehicles on the road or parked on campus it means one of our dedicated Oakwood Preferred Services caregivers is on the way to provide Rehab Services or Supportive Services to an Oakwood resident. If you'd like to learn more about how Oakwood Preferred Services can help you regain or maintain your independence, call **(608) 230-4477**. Please note, at this time Oakwood Preferred Services are only available to residents of Oakwood's two campuses.

LET'S STAY IN TOUCH!

Find us on Facebook,
Instagram and YouTube.

Be sure to Follow or Subscribe
to keep up with the latest news
from Oakwood!



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Powering Up for the Future

Oakwood Stays Plugged into EV Demand

Projections indicate that new electric vehicles will account for more than half of new vehicle sales in the U.S. by 2030, according to a recent

report from Bloomberg. This is a marked increase from 2021 sales, where electric vehicles accounted for roughly 3.4 percent of new car sales. As the auto industry is adapting to environmental concerns, Oakwood is responding as well.

“We’ve been getting a lot of questions about electric vehicles and charging capabilities from residents in the past few years,” Dave Bertsch, Vice President of Facilities and Construction at Oakwood, explains.

Until about a year ago, there wasn’t specific demand for charging stations on the Oakwood campuses, though the topic had been brought up in concept numerous times. Many residents had been coming to Oakwood with hybrid vehicles, but none that required charging.

Chuck and Helen Read were among the first Oakwood residents to own a fully electric vehicle that required a charging station.

“We initially set out to buy a plug-in hybrid, like a Prius,” Chuck states. “We had a Prius that we liked very much, but they stopped making that model and when we went to the dealership, they were not particularly encouraging about the prospects of getting more in.”

After that, they started looking at fully electric vehicles and, in assessing the pros and cons, decided to plug in.

The Reads ended up purchasing a Tesla Model Y and have been very pleased. Even throughout their numerous cross-country trips, Chuck says charging stations are easy to find, thanks to navigation within the Tesla, as well as various apps that identify charging stations.

EV Stations at Oakwood

After the Reads purchased their car, they used charging stations around Madison, and even a standard outlet in the heated underground Oakwood parking garage. However, this wasn’t an ideal option, as it means charging had to occur overnight because it’s a slow process. Eventually, Chuck approached Dave about installing charging stations at Oakwood.

“We anticipated this need,” Dave says, “So we had done some homework and explored options and locations for charging stations on campus.”

► *University Woods Resident Chuck Read with his Tesla Model Y at the University Woods charging station.*





Dave worked with MG&E, a local utility provider, and took advantage of a promotional program to have two rapid chargers installed on the University Woods campus at essentially no cost to Oakwood.

“We had to bear the cost of the installation and run some new lines to the chargers, but that cost was minimal,” Dave points out.

On the Prairie Ridge campus, one charger was installed in the heated underground parking garage beneath The Grasslands. The Facility Services team is currently evaluating where to install additional chargers that would be accessible to residents living in Pioneer Prairie and Settlers Ridge, the two original apartment buildings on campus.

Once appropriate locations have been identified and the infrastructure is in place, it doesn’t take long to acquire and install the chargers, Dave explains. The

primary challenge is identifying accessible locations in the underground parking garages that can accommodate use by multiple vehicles.

“There aren’t a lot of open parking stalls under most of our buildings,” Dave says. “Another option we are exploring is placing new charging stations outdoors and making them available to anyone—both residents and guests. We haven’t quite gotten to that point yet, and that would require a different type of charger, but we’re preparing for the increased demand. When new residents moving into Prairie Ridge own an electric vehicle, or a resident currently living in Pioneer Prairie or Settlers Ridge purchases an electric vehicle, we’ll be prepared to accommodate them.”

Residents wishing to use the existing charging stations at Oakwood pay a \$25 monthly fee for unlimited use of the chargers and receive a key which unlocks the charging units.



As Oakwood continually invests in improvements on its two campuses, considerations of how to be environmentally conscious and more sustainable from an energy consumption standpoint are always part of the conversation. A respect for nature and an investment in the grounds and surrounding environment is a core part of Oakwood's identity.

Both campuses have active resident "Green Committees" composed of talented and engaged residents. The two groups have started cross-campus collaborations and are supported by Facilities Services staff.

According to Dave, "their knowledge and passion leads to increased awareness and improved planning from an administration perspective." 🌱

"When new residents moving into Prairie Ridge own an electric vehicle, or a resident currently living in Pioneer Prairie or Settlers Ridge purchases an electric vehicle, we'll be prepared to accommodate them."

– DAVE BERTSCH

HOLISTIC CARE THROUGH THE LENS OF FAITH

Oakwood's Clinical Pastoral Education Program Provides Needed Chaplaincy Training

The word “chaplain” may conjure up comforting images of a clergy member who delivers religious or spiritual care to those in need. But it may come as a surprise to some that chaplaincy requires graduate-level seminarians and ordained ministers to undertake specialized training, including coursework and clinical internships, to master this care-based discipline.

Oakwood Village now plays an important role in the Madison community by offering training for the next generation of healthcare chaplains through its accredited Clinical Pastoral Education (CPE) program. CPE is an interfaith educational process that is the standard training for healthcare chaplains.

Currently, Oakwood residents receive support from three CPE chaplain interns who are in the midst of their first clinical unit. To become a board-certified chaplain, four 20-week units must be completed. The clinical work they are now engaged in follows an accredited distance-learning CPE program provided by Sankofa Center, a Chicago-based organization with which Oakwood has partnered.

Father Tyler Whatley, Oakwood's Director of Religion and Pastoral Care, says Board Certified Chaplains bring to healthcare organizations a skillset beyond theological expertise to handle the nuances of working with people who are vulnerable. And, he adds, Oakwood is now the only organization offering such training in the Madison area.

As society becomes more secular, traditional ideas of what a chaplain is have become less relevant to some individuals, he says. Several faith-based organizations have even retired their chaplain programs. Clinical Pastoral Education is a contemporary response as part of a larger trend of chaplaincy that has evolved over the last 20 years to become better integrated with the clinical side of healthcare.

Father Whatley brought the CPE program to Oakwood after conversations with Oakwood Chief Executive Officer Reg Hislop, an ordained Methodist minister with experience of CPE not only from past organizational leadership experience, but also as a former participant in the program himself.



“We’re not doing nursing or psychotherapy, but our work aligns with a holistic clinical model.”

– FATHER TYLER WHATLEY



“When I initially interviewed for my role at Oakwood I was impressed by Reg’s knowledge of CPE and his vision for Oakwood as a faith-based organization to incorporate this program into its strategic operating plan,” Father Whatley says. “Most executive leaders don’t have such intimate knowledge of how a program like this helps health outcomes, resident satisfaction, and employee engagement and retention efforts. CPE is at the core of modern chaplaincy. The training emphasizes care for the human spirit, that immaterial part of us that searches for meaning, connection, and love, especially during times of need.”

Father Whatley, a Ukrainian Orthodox Priest and Board-Certified Chaplain who visits residents on both Oakwood campuses, says chaplains note non-confidential observations in a resident’s medical record that are relevant and helpful to the healthcare team. For example, in addition to noting religious and spiritual needs, he carefully listens for (and charts about) an individual’s social and emotional needs related to their state of mind or other matters of concern.

“We’re not doing nursing or psychotherapy, but our work aligns with a holistic clinical model,” he explains.

Chaplains are trained to connect with people regardless of religious or spiritual beliefs. Both spiritually and emotionally, they meet people where they are, and may offer prayer, guided meditation, or reflection. If requested, chaplains also serve as points of connection between residents and local clergy and their communities of faith.

“Sometimes people tell us they’re not interested, and we’re certainly not here to proselytize,” Father Whatley says. “Sadly, there are those who have had negative interactions with clergy, but one of my greatest joys is reorienting their experience so they know they are unjudged and loved. It’s a powerful thing. We’re already seeing the impact that has on the culture here.”

Oakwood’s partnership with Sankofa CPE Center is a match made in heaven, Father Whatley says. Sankofa provides the program accreditation and online education that prepares CPE chaplains for their practical experience at organizations like Oakwood.

Reverend Danielle Buhuro, Sankofa’s Founder and Executive Director, says Oakwood is able to benefit from the added chaplain services that provide additional support for staff and residents. At the same time, the CPE chaplains receive essential education in gerontology, palliative care, and ministry to senior populations.

“This training helps students understand that providing emotional support through a non-judgmental and supportive listening ear is important, no matter what someone’s beliefs may be,” Reverend Buhuro says. “Anyone can talk to a chaplain. You don’t have to engage in a religious conversation. Our students learn that our religious world is evolving into a more pluralistic perspective.”

She says chaplaincy in various settings addresses a range of concerns. During the pandemic, for example, many systemic issues became more prominent, such as homelessness and food insecurity. Today’s

chaplains listen for those needs among staff members and can partner with human resources and social services to make referrals and promote an organization’s employee assistance program.

“We are discovering the growing trend of those wrestling with mental health concerns, trauma, or emotional health issues,” Reverend Buhuro explains. “So we train CPE chaplains to listen for signs of sadness or emotional instability and make referrals.”

The current group of CPE chaplains in training at Oakwood includes Jessica McCarty, a seminarian becoming an ordained deacon in the Lutheran Church; Meredith “Merrie” Beckman, who will be ordained as an Interfaith/Interspiritual minister, and is interested in becoming a chaplain; and Luis Velasquez, a seminary graduate who wanted to learn more about pastoral care for older adults ahead of his ordination in the Methodist Church.

In addition to time spent one-on-one with older adults, CPE chaplains may help with worship services or give a presentation to staff and residents. Sometimes they meet with staff members in need of a listening ear.

“Caring for older adults can be a difficult responsibility, and everyone working here faces their own professional and personal challenges,” Father Whatley describes. “If we can help support our staff and get them back to serving residents with confidence, I’m proud to play a role in that.”

Father Whatley says Oakwood’s CPE program is also addressing a significant community ministerial need by training people who will support area congregations and other organizations. The Evangelical Lutheran Church of America, along with many other denominations, require seminarians to take at least one unit of CPE, even if they plan to work exclusively as church pastors.

“Most executive leaders don’t have such intimate knowledge of how a program like this helps health outcomes, resident satisfaction, and employee engagement and retention efforts. CPE is at the core of modern chaplaincy.”

– FATHER TYLER WHATLEY



“One of Oakwood’s core values is faith,” Father Whatley states. “This program is a concrete way to express that value and maintain a connection with our sponsoring congregations.”

Oakwood’s Clinical Pastoral Education program is 100 percent funded by gifts to the Oakwood Foundation. The Oakwood Foundation covers training for each student’s 20-week session at a cost of approximately

\$2,500 per student. If you are interested in supporting future CPE students at Oakwood, you are invited to make a gift to the Oakwood Foundation’s Pastoral Care Fund.

CPE CHAPLAINS

Get to know the CPE students serving at Oakwood

“I can tell the staff deeply care about the residents that live here. I appreciate that there is effort and thought put into the things that bring joy, well-being, and healing to this community.”

– MERRIE BECKMAN

Meredith “Merrie” Beckman

Merrie is a lifelong resident of Wisconsin and is retired from the financial services industry.

Since starting interfaith seminary in 2021, she has confirmed her calling to be of service to others by being a compassionate, empathetic, deep listener. She says she has an affinity for serving elders and building community.

Merrie anticipates being ordained as an Interfaith/Interspiritual minister next year. She will continue her CPE training at Oakwood through April 2023.

“The people who live at Oakwood truly enjoy it,” Merrie says. “I can tell the staff deeply care about the residents that live here. I appreciate that there is effort and thought put into the things that bring joy, well-being, and healing to this community.”

▼ *(Left to right) CPE chaplains Merrie Beckman, Jessica McCarty and Luis Velasquez connecting with Oakwood residents*



Jessica McCarty

Jessica came to Madison 20 years ago from Sturgeon Bay to attend UW-Madison and never left. She will complete her Master of Arts in Diaconal Ministry at Wartburg Theological Seminary next year, and is a candidate in the ELCA to be an ordained Deacon or Minister of Word and Service.

Jessica says she has always been drawn to care ministries and was eager to dive more deeply into the practice of chaplaincy through the CPE program at Oakwood. She would like to serve in a community very much like Oakwood in the future.

“The connections that are formed through deep listening and compassionate care can make a huge difference in a person's well-being,” Jessica explains. “It has been a joy to engage with the Oakwood community. I am in awe of the breadth and depth of services Oakwood offers and I am equally amazed by the rich wisdom of the residents living here.”

Luis Velasquez

Luis is preparing to be ordained as Methodist minister. He currently works with the Crossroads United Methodist Church in Waunakee. A native of El Salvador, he lived in Atlanta for many years before coming to Wisconsin, where he has worked with young families and Black and Latino communities.

Luis says he has a heart for service and wanted to spend time in pastoral care with a senior community like Oakwood. He enjoys hearing the personal stories of Oakwood residents, which he likens to time travel.

“One Oakwood resident had a crucifix, which Methodists generally don't wear,” Luis describes. “She asked if it would be ok to give it to me in an expression of hospitality. I still have it. It made me realize that people are listening and hearing my story while I'm hearing theirs. It's not just me traveling in time.” 🌱



SAIL BRINGS PEERS TOGETHER

Sharing Active Independent Lives for More Than 17 Years

More than 500 older adults in the greater Madison area are aging successfully and independently as members of Sharing Active Independent Lives (SAIL), a program of AgeBetter, Inc.

SAIL was established in 2005 with support from founding member organizations Oakwood Village and Attic Angel Association. AgeBetter Executive Director Ann Albert has been at the helm for all 17 years.

“We started with 30 ‘pioneers’ (some of whom are still with us as members) who were inspired by what is known as the ‘The Village Model,’” Ann explains. “Together, we envisioned a rapidly growing senior population and shrinking public dollars, and worked to design a membership-based model that supports healthy aging. By making it affordable, focusing on prevention, and tapping into the many talents, insights, and resources of older adults and the larger community, we can help people maintain independence and improve well-being.”

As a part of the international Village to Village Network, SAIL’s foundation employs the pay-it-forward concept that members will assist other members knowing that, in the future, they too will benefit from the support of other members.

SAIL’s network of older adults contributes significantly to the success of the program by

providing leadership and organizational direction, volunteering to help other members, developing and participating in programs, and enjoying each other’s company at social events.

A Focus on Member Safety and Successful Aging

Safety is of course one of the keys to successful aging. Since many SAIL members live alone and do not have family in the immediate area, they appreciate the opportunity to take advantage of the automated “Rise and Shine” check-in service. This program requires members to call into a recorded line and “check in daily.” If they do not call in, SAIL staff members will follow up to ensure all is well.

While scams and unscrupulous businesses seem to be making headlines more and more, SAIL’s pre-screened service provider program has been its most appreciated and utilized benefit since the inception of the program 17 years ago. Knowing a person or business has been screened thoroughly before they even pick up the phone to request a service or schedule a home repair brings great peace of mind to members.

Members also receive discounts on personal emergency response devices and wellness programs, both of which contribute to a sense of well-being and confidence in the ability to remain independent.



“The Oakwood Foundation supports SAIL because we consider their work to be an extension of the Oakwood Community.”

– KEITH VANLANDUYT

SAIL members receive house checks when they are traveling for extended periods, along with access to volunteers who will change light bulbs, flip mattresses, and provide assistance with tasks a member can no longer safely complete, including errands and transportation to appointments.

Diversity, Equity and Inclusion

Since 2019, the SAIL Ethnic Diversity Committee has engaged the SAIL community in broadening exposure and knowledge in the areas of diversity,

▲ *SAIL staff work together with members to develop programming and services, and to support a wide range of member requests. Staff members (left to right): Becky Rogers, Volunteer Coordinator and Member Support; Sarah Kruse, Communications Coordinator; Ann Albert, Executive Director; Nicole Schaefer, Program Director; Trisha Freund, Member Services Assistant; Not Pictured - Zane Stein, Intern*

“Together, we designed a membership-based model that supports healthy aging in a way that is affordable, focuses on prevention, and taps into the many talents, insights, and resources of older adults and the larger community to maintain independence and improve well-being.”

– ANN ALBERT



equity, and inclusion. One unique recent program has been the Cultural Meals Program, which is offered in partnership with local ethnic restaurants. Volunteer drivers deliver takeout meals to SAIL members and, after enjoying the meals, participants are enlightened by a Zoom program with the chef about the meal they just enjoyed.

Since most members are single older adults or couples living in their own homes or apartments, avoiding isolation and staying connected has been especially challenging the past few years. Members have relied upon access to technology to participate in Zoom programs and talk to friends and family. Frequent access to Tech Tutoring offered through SAIL has helped members build skills and proficiency.

The Oakwood Connection

SAIL is funded by membership dues, donations, and grants. Financial support also allows for a sliding scale program for fees. AgeBetter, Inc. applies for a grant to the Oakwood Foundation annually for programming support and funds to help subsidize memberships for members with low incomes. Donor support to the Oakwood Mission Support Fund helps make these grants possible.

“The Oakwood Foundation supports Sharing Active Independent Lives because we consider their work to be an extension of the Oakwood Community,” Oakwood Foundation Executive Director Keith VanLanduyt explains. “We know there are older adults



living in Madison who may not be able to afford Oakwood or may prefer to remain in their home. Membership in SAIL is an innovative, cost-effective approach to healthy aging in the Madison area.”

In addition to grants received from the Oakwood Foundation supporting programs and service projects, SAIL receives in-kind office space and administrative support from Oakwood.

SAIL embraces the talents, experiences, and wisdom of its members. Members learn together, share experiences, help each other, and draw from vetted services as their needs change over time. SAIL demonstrates every day that we “AgeBetter” together, and that it truly takes a village. 🌱

▲ *In the summer months, Members Fred Ross and Don Haasl keep SAIL members moving and socializing during SAIL Bike Rides. L to R: Ed Walker, Fred Ross, Bev Flanigan, Joe Cassinelli, Mike Harder, Don Haasl; Volunteer Driver Chuck Hoornstra assists Member June Matoushek.*

SAIL membership is open to individuals 55 years or older. SAIL offers two membership levels with services to match your needs. The Full level is \$34/month or \$395/year, and the Associate level costs \$17/month or \$195/year. Information on sliding fee memberships is available upon request. SAIL is a program of AgeBetter, Inc., a 501 © (3) nonprofit organization whose members include Attic Angel Association and Oakwood Village.

ONE STEP CLOSER TO REVOLUTIONARY CARE

Your Gifts Will Impact the Care Provided
at Oakwood for Decades to Come

We are asking you to help this beautiful project come to life! If you have not yet made a gift toward the Hebron Oaks campaign, please consider a gift of any amount in support of one of these important opportunities:

Palliative & Hospice Care Wing

Help Oakwood complete a palliative and hospice care wing, designed to improve Oakwood's ability to care for residents in their final days right here on campus—their home.

Green Roof

Support the creation of a 4,000-square-foot green roof off the palliative and hospice care wing, which will offer direct, easy access to the outdoors for those at end of life while also helping the environment and protecting the Nature Preserve by reducing building runoff.

Library Commons

Inside the main entry, the Library Commons will be a place where people can meet, visit, or read. Your gifts will help offer reading materials for learning and leisure, and enable a relaxing location for patients to visit with family and friends.

Therapy Gym

Help ensure our talented therapy staff continues to heal older adults by providing them with the resources to add needed equipment and exercise machines.

Terrain Park

(Currently not included in the project budget)

Make possible an outdoor, rehabilitation-focused Terrain Park located just off the physical and occupation therapy gym, offering real-world challenges such as stairs, slopes, and different surfaces for people recovering from surgery or serious health events.

Your support of this project matters! Please contact Dave Mossner at (608) 230-4441 to make a gift, or send a contribution to the Oakwood Foundation via the envelope enclosed in Oakwood Outlook. 📧

Construction on the new Hebron Oaks Skilled Nursing and Rehabilitation Center is nearly complete. The building is on schedule to open in early 2023.



Private suites throughout the building are all approximately 450 square feet, and feature a living area, bedroom, kitchenette, and spacious bathroom.



BOARD MEMBER PROFILE

Dorothy Farrar-Edwards, PhD

In the early 1970s, while Dr. Dorothy Farrar-Edwards was studying psychology at Loyola University in New Orleans, an internship brought her to the general medical floor of a hospital, where most of the patients were older adults. She recalls telling her mother that she was terrified. Her mother lovingly reminded her that she needed a job.

“It turned out that I loved it,” Dr Farrar-Edwards remarks. “I loved talking with older patients. They tell you such interesting things, and they’re generous with their time. I found it more interesting than being around children.”

That experience led to her undergraduate research into how older adults get by in congregate housing. She was keenly interested in how people navigate changes associated with age in ways that maximize their independence.

“I found that they flourished in communities because they were more social and engaged in more activities there,” Dr. Farrar-Edwards explains. “I’ve been interested in this issue for a very long time.”

In fact, her PhD work in the psychology of aging was completed in the first PhD program of its kind, funded by National Institutes of Health at Washington University in St. Louis.

Today, as a professor at the University of Wisconsin-Madison, Dr. Farrar-Edwards jokes that she has aged into a subject of her own research, which focuses on the effects of aging on independence and quality of

life. The goal is greater understanding of quality of life and well-being in older adults who may be aging normally or living with a neurological disease such as Alzheimer’s or stroke. She is particularly interested in the aging process in African Americans.

As Associate Dean for Research and Professor of Kinesiology in the UW School of Education, with appointments in the departments of Medicine and Neurology at the School of Medicine and Public Health, Dr. Farrar-Edwards brings a wealth of knowledge to Oakwood’s Board of Directors, which she joined in July. She is quick to point out that she’s an educator and researcher, not a clinician with expertise in delivering care to older adults.

“My impression is that Oakwood’s board members are extremely talented,” Dr. Farrar-Edwards states. “They bring expertise in human resources, finance, service delivery, palliative care and hospice. We also have residents on the board who give us ‘the inside scoop.’ I see my role as figuring out how to best support independent residents with subtle cognitive problems who may have difficulty with complex activities. It’s what my students study, so we are aware of the current thinking and research in this area.”

Dr. Farrar-Edwards’ connections to Oakwood run deep. Not only does she have a number of retired faculty friends who are residents, but she has engaged with many residents and staff over the years through her work with University of Wisconsin-Madison and the Wisconsin Alzheimer’s Institute.



“Oakwood is a wonderful organization that provides much-needed housing and services for older adults in our community.”

– DOROTHY FARRAR-EDWARDS

Dr. Farrar-Edwards has four adult children and twin newborn grandchildren. She and her husband, a retired UW professor, live with their dog on Madison’s east side.

“Oakwood is a wonderful organization that provides much-needed housing and services for older adults in our community,” Dr. Farrar-Edwards says. “People want to remain independent, and Oakwood honors and supports that.” 🌱

INVESTING IN OUR WORKFORCE

Oakwood Focuses on Supporting Employees and Helping People Grow

Nowadays, the same concern is top of mind of nearly every employer: how do we attract and retain good employees?

Oakwood is no different.

“In today’s competitive labor market, it’s essential to create a positive work environment and provide a great employee experience for current and new team members,” Oakwood Chief People Officer Jeff Hackel explains.

In fact, given the number of people needed to provide core services to Oakwood residents on both campuses around the clock—currently approximately 700 full- and part-time employees—the health of our community depends on us making Oakwood a great place to work.

Getting the Basics Right: Fair Pay and Strong Benefits

Attracting and keeping good employees starts with the basics: offering competitive wages and salaries along with a strong benefit package. At a time when wages are steadily increasing, and when employees are ready to explore new job opportunities if it means earning an

additional .25 or .50 cents per hour, employers need to be acutely aware of what the market is offering.

“Being entirely reactive in today’s labor market will leave you in a position where you are always behind and struggling to catch up,” Jeff states. “We are constantly evaluating our compensation and benefit programs to ensure we are extremely competitive and delivering value to our employees.”

Oakwood regularly conducts market studies to ensure its wages and salaries are in alignment with health care providers and other employers in Madison; no small task given the number of hospitals, clinics, and retirement communities in our area. A compensation committee—led by Oakwood’s Chief People Officer, Compensation and Benefits Specialist, and clinical leaders—meets quarterly to assess wage and salary ranges for positions throughout the organization.

Oakwood reviews its medical, dental, and vision coverage annually, with the goal of providing employees with the best possible coverage at the most reasonable cost. A professional third-party employee assistance program provides a resource for employees who would



“In today’s competitive labor market, it’s essential to create a positive work environment and provide a great employee experience for current and new team members.”

– JEFF HACKEL



“The primary goal of the THRIVE Committee is to support employee engagement and recognition. Basically, we want to give employees opportunities to have fun.”

– MARY BJORKLUND

like confidential support with issues such as managing stress, drug and alcohol abuse, an unsafe home environment, and related concerns.

A generous paid time off program allows employees to carry over unused paid time off into the following year, and FMLA (Family and Medical Leave Act) coverage provides unpaid leave for an employee's serious health condition; the serious health condition of a parent, child or spouse; or for the birth or adoption of a child.

Oakwood's retirement plan, offered via a 403(b) program, was recently adjusted to provide up to a 15 percent match, and is deliberately structured to incentivize staff members to remain at Oakwood. Education about the importance of saving for retirement is regularly provided to all employees.

Recognizing Employees

In today's employment market, competitive pay and benefits are not a primary differentiator—they are a baseline expectation. Just as important is creating a work environment where employees feel appreciated

for their work and have a sense of purpose. Oakwood continues to focus on recognizing employees, both formally and informally, in an effort to set itself apart from other employers.

Both campuses have a THRIVE Committee—led by human resources, life enrichment, and other team members—that meets monthly to create employee engagement and recognition opportunities. Food trucks, ice cream trucks, and campus cookouts can be found at Prairie Ridge and University Woods throughout the year, and are a great way for staff to connect with residents and one another outside of daily responsibilities. Catered lunches and holiday celebrations provide managers with additional opportunities to say thank you to employees, and often come with gifts of appreciation such as apparel.

“The primary goal of the THRIVE Committee is to support employee engagement and recognition,” Talent Development and Human Resources Director Mary Bjorklund says. “Basically, we want to give employees opportunities to have fun.”

STAFF SPOTLIGHT

Meet a few members of the Oakwood Caregiver Team that help make Oakwood a beautiful place to live and work.

UNIVERSITY WOODS



NAMGYAL NGODUP

*India
Medication Administration Assistant
10 years of service*

What is your favorite thing about working at Oakwood? I love interacting with residents and making them laugh.

What have you learned from residents while working at Oakwood? I have been able to learn about different cultures.

What is your favorite place on the campus you work on and why? The Hebron courtyard because I like nature and fresh air.

What are your hobbies/interests? Cooking and relaxing.

What is your favorite food? Momo (a Tibetan version of a dumpling). Anything that is hot and spicy.

Who is your favorite sports team? Manchester United.

NIKOLE CAMPBELL

*Belleville, WI
RN Care Coordinator
11 years of service*

Why did you choose to work at Oakwood? I started out working as a dietary aide and I had a friend/classmate who worked here. She told me that it's great experience for someone going into the dietetics field (my first Bachelor's degree). I also really love the geriatric population.

What is your favorite thing about working at Oakwood? I love getting to know the residents, their families, their life stories. They are all so unique.

What have you learned from residents while working at Oakwood? There is always something to be positive about or grateful for, no matter what battles you are going through.

Who is your favorite sports team? I love anything Wisconsin! Wisconsin Badgers football and basketball, Green Bay Packers, and Milwaukee Brewers.

Do you have any pets? I have two cats that keep life entertaining: Maddie and Gomez. I also have four fish: Rodgers, Mahomes, Mary-Kate, and Ashley Olson (lol).

There doesn't need to be a scheduled event for employees to be recognized, however. In what seems to be an increasingly demanding world, supervisors at Oakwood are encouraged to acknowledge employees for a job well done and for making a difference in the lives of residents.

"We believe strongly in the evolution away from the traditional, once-a-year, formal performance review," Jeff explains. "And we encourage our leaders to provide continuous and specific feedback and recognition to their team members."

Supporting Staff Through Training and Education

Given staff turnover challenges in healthcare and the mobility of employees in today's workforce, Oakwood has responded by expanding its new employee orientation curriculum, and is focused on enhancing its on-boarding process. Team members new to Oakwood are required to participate in a full week of orientation to learn about the organization, expectations for providing care and services, and the important role they play in the lives of residents, regardless of position or job title. Clinical staff are required to participate in a second week of orientation to ensure they have the skills and instruction needed to provide direct care.

Orientation week includes a catered lunch with Oakwood residents, where new employees can hear about their impact on the daily lives of residents. There is also a lunch with leaders from across campus.

Response to the extended orientation period has been positive, with many employees expressing appreciation for the investment Oakwood makes in them before they even start in their new position.

For managers to be successful, it's essential they have the skills and tools necessary to be good leaders. Oakwood has begun Leadership Training classes in partnership with Madison College, and has made them mandatory for all Oakwood supervisors. While training

covers the basics, such as maintaining regulatory compliance, conducting effective performance reviews, managing attendance and budgets, it also provides supervisors with additional education regarding navigating conflict, rewarding and recognizing staff members, and developing talent.

Members of senior management and those who complete Oakwood's initial Leadership Training program are then invited to pursue a Leadership Skills Certification offered by Oakwood in partnership with the University of Wisconsin-Madison Division of Continuing Studies. Courses focus on management strategies such as building effective teams, supporting strong work performance, and employee satisfaction and engagement.

In 2023, Oakwood will also begin offering Spanish language classes for Oakwood supervisors and employees. These classes are intended to improve communication between managers and Spanish-speaking employees while making Oakwood a more welcoming and inclusive workplace. Oakwood is also planning on offering an English as a Second Language (ESL) course in the upcoming year.

Growing Here

Perhaps the most impactful way Oakwood strives to differentiate itself from other employers is a commitment to supporting the education and long-term professional growth of its employees.

"Prospective employees today want to see a career path," Mary explains. "If you're not providing opportunities for people to grow, they'll go elsewhere."

Oakwood offers a Certified Nursing Assistant (CNA) training class, also in partnership with Madison College. This class is available at no cost to Oakwood employees, but is most often utilized by Resident Assistants (RAs) looking to develop professionally by assuming additional caregiving responsibilities.

Meet a few members of the Oakwood Caregiver Team that help make Oakwood a beautiful place to live and work.

PRAIRIE RIDGE



DEE YANG

Stockton, CA
Certified Nursing Assistant
3 years of service

What is your favorite thing about working at Oakwood?

I get to care for and meet people of all ages.

What have you learned from residents while working at Oakwood?

I love to learn about residents' lives and what they've been through—the good and the bad things they've experienced.

What is your favorite place on your campus?

The Health and Rehab Center courtyard is my favorite place—I love the garden and outdoor area.

What are your hobbies/interests?

Sewing and traveling.

LENAH KIPRANDICH

Kenya
Certified Nursing Assistant
6 years of service

What is your favorite thing about working at Oakwood?

The nursing staff are excellent, residents are very sweet and happy, and it's a nice environment to work in. Job assignments are clear and fair.

What have you learned from residents while working at Oakwood?

Never run out of love to give—no matter how many residents I work for, there is always more love to give.

What is your favorite place on the Prairie Ridge campus?

Oakwood Seasons and Oakwood Knoll. I have developed special relationships with the residents of both households and I'm very proud to take care of them.

What are your hobbies?

Crocheting and knitting.

What is your favorite food?

Cornmeal, fish, rice, traditional Kenyan food.

The class entails 75 hours of education, including onsite clinicals if the CNAs will be working in the skilled nursing setting.

Those that complete CNA training receive opportunities for a new role with higher pay, as well as a \$750 bonus for completing the program. While employees are not obligated to stay at Oakwood after receiving their CNA license, about 75 percent of employees who have completed the course in the past 18 months have continued their career here.

Rachel Corbine moved to Madison from her hometown of Hayward, Wisconsin to be closer to family, and began working as a dietary aide at University Woods in January 2020. Two months later, COVID-related precautions required Rachel to deliver meals to assisted living residents in their suites. Wendy Zimmick, the Tabor Oaks Nurse Manager, noted Rachel's caring rapport when she interacted with residents, and her willingness to help however needed and suggested she apply to be a Resident Assistant.

Rachel transitioned to serving residents as an RA in the evenings in Tabor Oaks and also served in the Health and Wellness Department in independent living. When she learned that Oakwood was offering the opportunity to become certified as a CNA, she took advantage of it.

"I had wanted to get my CNA license, but between working and having kids it was difficult," Rachel shares.

"Online classes and clinicals onsite at Oakwood made it possible. I was nervous about taking this next step, but was able to learn in a comfortable, supportive setting."

Rachel is now thriving as a CNA in the University Woods Health and Wellness Department, and intends to pursue a degree in nursing.

Certified Nursing Assistants looking to climb the career ladder can also participate in Medication Administration training to become a Med Tech. Medication Administration training is offered through a five-week course to employees with over 2,000 hours of CNA experience. The cost of training is also covered by Oakwood Village.

"Regardless of whether the graduates stay here or not, we're working to build a culture where employees are supported," Mary states. "Even if an employee receives their CNA license and chooses to go elsewhere, hopefully their Oakwood experience was positive and they're telling their friends about the benefits of working here."

For the first time, Oakwood is offering educational grants and educational reimbursement opportunities to full- and part-time employees, regardless of their role

▼ *Prairie Ridge nurse, Ann Simon (left) and Leah Hagen, UW-Eau Claire Administrator-in-Training student (right).*



Meet a few members of the Oakwood Caregiver Team that help make Oakwood a beautiful place to live and work.

PRAIRIE RIDGE



ROBERT ULATT

Milwaukee, WI
Certified Nursing Assistant
2 years of service

What is your favorite part about working at Oakwood?

I like helping residents enjoy their lives.

What have you learned from residents while working at Oakwood? I've learned how to be more confident.

What is your favorite movie? Metropolis.

What are your hobbies/interests? Listening to music, catching & releasing insects and playing Dungeons & Dragons.

What is your favorite food? Indian curries.

UNIVERSITY WOODS



CLAIRE SCHWARTZ

Oregon, WI
Certified Nursing Assistant
3 years of service

What is your favorite thing about working at Oakwood?

The relationships I form with the residents.

What have you learned from residents while working at Oakwood? Compassion.

What are your hobbies/interests? Knitting, working out, rabbit meditation.

What is your favorite food? Wheat berries.

Do you have any pets? I have two 20-lb. rabbits named Etta and Cash.

Mary says. “We are constantly exploring what we can do for our employees to help them reach their potential and achieve their career goals, whether it’s clinical staff or non-clinical staff.”

Investing in the Next Generation of Care Providers

While ensuring staff is exceeding the expectation of today’s residents is the priority, Oakwood is also investing in tomorrow’s healthcare leaders and caregivers.

Participation in the University of Wisconsin-Eau Claire’s Administrator-in-Training practicum program means nursing home administrator students from Eau Claire can spend twelve months gaining “real-world” administrator experience prior to graduation, including six months of rotations between departments and six months working on a process improvement project for the skilled nursing facility. Student Leah Hagen is currently participating in rotations at Prairie Ridge, and applications are being reviewed on both Oakwood campuses for 2023-2024 placement.

“The purpose of the program is to learn what it takes to run a skilled nursing facility,” Leah shares. “Oakwood has been a perfect fit for me.”

Oakwood also partners with nearby Edgewood College, offering its two skilled nursing programs as long-term care clinical scholar internship sites. Two skilled nursing students from Edgewood are placed at Oakwood each summer to work with Oakwood nurses, providing valuable experience working with older adults alongside seasoned care providers while bringing their knowledge and enthusiasm to Oakwood.

“Nurses entering the workforce today too often have little experience working primarily with older adults,” Mary explains. “We hope participation in this program proves to be a good experience for them and we are able to draw more graduates here to Oakwood.”

Other valuable learning opportunities for future healthcare professionals at Oakwood include the Oakwood Pharmacy’s partnership with University of Wisconsin-Madison’s School of Pharmacy through its student Pharmacist-Oakwood Partners (POPs) program, which connects pharmacy students with Oakwood residents. Oakwood’s Rehabilitation Services team also provides opportunities for students to shadow occupational, physical, and speech therapy staff members throughout the year to earn hours needed to apply for graduate school.

Oakwood has also recently started a Clinical Pastoral Education (CPE) program, providing opportunities for aspiring chaplains to gain the experience needed to become a healthcare chaplain (see article on page 10).

Making a Difference

Ultimately, staff choose Oakwood because of the culture and the opportunity to positively impact the lives of residents and their families every day. With the disruptions in the job market over the past few years, there remains in many people (now more than ever) a desire to do meaningful work and make a difference.

“Each time new employees join our organization, we ask them what led them here,” Jeff says. “For most, the response is that they know someone who works here, and Oakwood truly cares about their staff. There is a culture of caring here that prioritizes taking great care of residents and one another.”

“People who work here have both the privilege and the responsibility of working in the homes of our customers. Ultimately, we want people here who find it rewarding to build relationships, be a part of a community, and make a difference in the lives of residents every single day.” 🌱



KNOW SOMEONE
LOOKING FOR A NEW
CAREER OPPORTUNITY?

Join the
Oakwood team!



Essential Employee Support and Recognition Driven by Donors

Your gifts to the Oakwood Foundation provide crucial support and opportunities for Oakwood employees. While donor gifts aren't used to pay staff wages, salaries, or benefits, many additional support and training opportunities are offered to team members at no cost thanks to you.

If you want to support Oakwood staff, there are several ways you can make a difference.

The **Employee Appreciation Fund** rewards and acknowledges employees for their work. Gifts are received throughout the year and distributed to eligible employees just before the holidays in the form of a check. The more years of service an employee has at Oakwood, the larger the amount of their gift, hopefully encouraging employee retention.

Your gifts to the **Prairie Ridge General Fund** and **University Woods General Fund** help build employee morale as your support is used for campus picnics, celebrations and giveaways honoring and recognizing staff.

When you give to the **Oakwood Mission Support Fund**, it allows Oakwood to provide on-site education and experience for the next generation of caregivers. Administrator-in-Training students studying to become Nursing Home Administrators (of whom there is a significant shortage) spend a year at Oakwood at no cost to the student or Oakwood thanks to donor gifts. The Oakwood Mission Support Fund also brings student nurses here to Oakwood, where the fund pays for their

time spent in our skilled nursing programs through the long-term care clinical scholar partnership program with Edgewood College.

Gifts to the Foundation's **BJ Jackson Fund** provides training to Oakwood caregivers, helping ensure they have the skills needed to provide exceptional care. For example, funds have been requested for 2023 for all Oakwood employees to participate in Alzheimer's and Dementia training, led by geriatricians, geriatric psychiatrists, occupational therapists and other professionals through the Wisconsin Alzheimer's Disease and Research Center. The BJ Jackson Fund also supports the cost of a contracted infection control specialist to provide in-house training and education to Oakwood's clinical staff.

Gifts to the **Pastoral Care Fund** led to the introduction of a Clinical Pastoral Education program here at Oakwood, and your gifts will help sustain this program moving forward.

Donors can help employees facing a rough patch with a gift to the **Employee Emergency Fund**. The fund helps employees should they or their immediate family experience a significant life event not fully covered through insurance, such as a house fire, automobile accident, or extraordinary medical situation.

Finally, you can help Oakwood employees who want to continue their education. Your gift to the newly established **Employee Education Fund** makes it possible

for Oakwood employees to apply for up to \$3,000 annually to support the cost of ongoing education. This support comes in the form of a grant for employees furthering their education in a field related to Oakwood, such as nursing, social work, pharmacy or physical, occupational and speech therapy. Employees seeking to learn more in other areas can benefit from this fund by applying for reimbursement, meaning dining staff, housekeepers and other team members can pursue college degrees or professional certifications and receive reimbursement of up to \$3,000 per year.

You, and donors like you, make Oakwood an exceptional place to work and have a significant impact on the lives of Oakwood's employees. If you want to support Oakwood workers through one of the funds outlined above, please contact David Mossner at (608) 230-4441 or at david.mossner@oakwoodvillage.net 🌱

▶ *University Woods CNA, Pema Tsewang.*



Our Residents
Deserve
the Very Best

Best Retirement Community
Best Assisted Living



RESIDENT PROFILE: FRED DAY

Always Exploring

“Ever since the launch of Sputnik I in 1957, I was fascinated with the space business,”

Prairie Ridge resident Fred Day recalls. “I knew that’s what I wanted to do, and I was lucky enough to get a job doing just that.”

Fred was born in New York City and, due to his father’s job with the Pennsylvania Railroad, moved about every two years all over the east coast.

The family was in Pittsburgh when Fred finished high school. He went on to Penn State University, earning his undergraduate degree and then his Master’s in Engineering Mechanics.

An ‘Out of this World’ Career

In January of 1966, Fred moved to Los Angeles to work for North American Aviation. While with the company, he worked on the Apollo Saturn V program. The Saturn V was a Heavy Lift Vehicle and was then the most powerful rocket ever flown successfully.

It was used in the Apollo program for the manned moon landings.

While in LA, he got a call from friends inviting him to go to Denver and work for Martin Marietta in the Aerospace Division. He stayed with Martin in Denver to work on the Skylab program. After two years together, Martin received a contract to supply engineers to Jet Propulsion Laboratory (JPL), which is federally funded by NASA, for work on the Viking Program.

“Martin kept telling me ‘We want you to work at JPL for us,’ but I was reluctant because I’d just bought my first house and didn’t want to move,” Fred explains. “Finally they convinced me, which was a good thing because working for JPL was the best thing I could have done. It’s a great place to work.”

With that, Fred was back in Los Angeles. He went on to work on the Viking program, which led to the first successful landings on Mars. He did analytical work on Viking but also structural testing, vibration testing and similar activities. He then stayed to work on the Voyager Program which sent two spacecraft past the outer planets and are now out of the solar system and still generating data 45 years after launch.

Eventually, Fred moved back to Colorado and back to Martin Marietta, where he finished his career working on a Shuttle project (STS-27) and Titan launch vehicles before retiring in 1998.

Outdoor Adventurer

“My main recreation throughout my adult life was rock climbing,” Fred recalls. His passion began when he was working at JPL. He was on a mountain rescue team for a couple of years and took some practices at vertical

► *A Crew Commendation to Fred and the team for their work on the successful STS-27 mission flown in December 1988.*



“Ever since the launch of Sputnik I in 1957, I was fascinated with the space business. I knew that’s what I wanted to do,”

– FRED DAY

ascent, which spurred his initial interest. A co-worker at JPL was also interested, so they started climbing together. His most memorable rock climb was the northwestern face of Half Dome in Yosemite Valley, a 2,200-vertical-foot effort that took three days.

Fred also developed a passion for mountaineering. What's the difference, you ask? Mountaineering broadly refers to the act of summiting peaks using a variety of skills such as steep hiking, rock climbing, ice climbing or skiing. Rock climbing, on the other hand, makes use of ropes, gear, hands and feet to climb difficult rock faces, with the end goal not necessarily being the summit.

Fred has climbed 25 peaks above 14,000 feet, including the two highest peaks in Mexico, which are the third and fifth highest peaks, respectively, in North America.

His climbing adventures also brought him to Mount Rainier outside of Seattle, which reaches 14,417 feet, three times.

"Rainier was interesting because it has a lot of glaciers and it's a very different kind of experience," Fred shares. "Most of the mountains in Colorado and the two in Mexico are not highly technical—just elevation. But Rainier is totally different; it's very steep, it has big glaciers, it's technical and you should stay roped up the entire time."

One of his Mount Rainier climbs is a particularly harrowing tale. They were ascending Liberty Ridge, which has a reputation of being the hardest and most dangerous regularly climbed route on the mountain because of the committing nature of its route, the remote location, and its sustained steep angle, according to the National Parks Service.

"We planned it out ahead of time and figured it would take us three and a half days," Fred explains.

"We packed enough food for about four days and lots of fuel for our stoves to melt ice and snow for water."

► *(Top) Fred explaining mountain elevation in his painting.
(Bottom) Fred on Rainier's Liberty Ridge.*

*"We then hiked up a ridge
to Kala Patthar at 18,519 ft.
for a beautiful view of
Mount Everest. It was
really something."*

– FRED DAY







However, problems started soon into their adventure, beginning with a closed road to the trailhead due to a bridge being replaced. That meant they needed to start at a lower elevation, adding onto their overall climb. Their climb was stretched to six days, and needless to say, they were famished by the time they got back to their car.

“It was around 10pm and we came upon a diner that was closing soon,” Fred recounts. “They took one look at us and invited us to stay.”

Another adventure Fred treasures was his trip to Nepal in 1991. He and his companions did a trek up to the Everest region, which took eight days going in and three days coming out.

“I couldn’t believe the mountains; they’re just remarkable,” Fred says. “The last place we stayed on the way up was a tea house just under 17,000 feet near the Everest Base Camp area. We then hiked up a ridge to Kala Patthar at 18,519 feet for a beautiful view of Mount Everest. It was really something.”

The Next Adventure

Fred moved to Madison in 2016 to be near his daughter and granddaughter before eventually moving to Oakwood Village Prairie Ridge in 2021.

“When the pandemic hit, I was sitting in my house most of the time just trying to stay busy,” Fred recalls. “I decided it was time to go someplace where I can have a social life and meet people.”

He chose Oakwood to pursue his next adventure.



Though he's had to give up climbing, Fred stays active in other pursuits. This past spring, he purchased a three-wheel recumbent bike. He's now an active member of the Prairie Ridge Pedal Pushers. Fred also took up oil painting prior to moving to Oakwood, and has many of his pieces hanging on the walls of his apartment home.

"I'm very happy here. I got lucky. I visited a few other places and I was most impressed by a combination of things here at Oakwood. First, the Community Center—the big, open spaces with lots of natural light appealed to me. Other places I visited felt almost claustrophobic. I also liked the life lease concept; the details of the plan made sense to me. When I was shown the apartment home I ended up choosing, I liked the view and the floor plan, and I was able to choose the flooring and paint. It felt 'like me' right away." 🍷

*"I'm very happy here.
I got lucky. I visited a
few other places and I
was most impressed by
a combination of things
here at Oakwood."*

– FRED DAY

SUMMER SCRAPBOOK 2022

Oakwood residents and staff stayed busy during the summer months! Take a look at just a few of the events that took place on our campuses.



PEDAL PUSHERS

The Prairie Ridge Pedal Pushers cycling group racked up the miles around Madison.



CAMPFIRE

University Woods held a campus-wide campfire in the Heritage Circle. With music by Casey & Greg and apple cider and s'mores to enjoy, it was a fun night for all!



MOUNTED PATROL

The Madison Mounted Patrol paid a visit to Prairie Ridge!



PETTING ZOO

Havens Petting Farm set up at University Woods and brought chickens, llamas, rabbits, and more!



OUTDOOR YOGA

Physical Wellness held outdoor yoga classes in the beautiful Parkway Courtyard. They were a great way to enjoy fresh air and exercise!



PARK WALK

Residents from Oakwood's two campuses enjoyed a joint outing to Governor's Island followed by lunch at Warner Park.



FARMERS' MARKET

University Woods held its farmer's markets once again, offering more than 30 items from local vendors to residents and staff.



CAMPUS PARTY

Outdoor celebrations were held at Oakwood in July, featuring cookouts hosted by the Culinary Services department and ice cream trucks serving sweet treats! Members of the UW Marching Band joined in the fun on both campuses and Bucky Badger himself showed up ready to party!

HORTICULTURE HAPPENINGS



2,976 pumpkins,
gourds and squashes
adorned the two
Oakwood campuses
in this fall's outdoor
displays!



PLANTING AND GATHERING

*Donors Help Make Prairie Ridge Gardens
Accessible for Everyone*



A total of **110** raised garden beds, as well as **30** in-ground gardening spaces, are now available for resident use.

Your gifts to the Oakwood Foundation made possible the creation of a beautiful new Community Garden at Prairie Ridge. The Community Garden was created to accommodate the growing number of gardeners on the Prairie Ridge campus, and to help ensure residents using canes, walkers and wheelchairs can continue to garden.

Tables and umbrellas have been placed around the Community Garden, creating additional outdoor seating and opportunities for residents and guests to gather. Yet to come is a solarium, which will serve as a three-season porch for potting, as well as multiple water features. 🌱

Our Savior's Lutheran Church

"Come Just as You Are"

"We're a very open congregation in terms of loving others," Pastor Tim Hansen of Our Savior's Lutheran Church explains. "We're really a sanctuary church—a church that's open to anybody."

Our Savior's Lutheran Church was founded in 1959 in Bristol, Wisconsin. At the time, Pastor Tim Hansen says, there wasn't an ELCA church in Sun Prairie. Members of Bristol Lutheran who lived in Sun Prairie wanted to have a presence in the city; thus, Our Savior's was born. Initially, founding members worshiped in the basement of the Bank of Sun Prairie before moving to their current location on Lincoln Drive.

Pastor Tim has been at Our Savior's for seven years, and has been a pastor for over 35 years, serving in Minnesota and Wisconsin.

In the Community

"What we appreciate about Our Savior's is the vision that supports the national and international mission of the Lutheran Church, as well as local ministries including Oakwood," Prairie Ridge resident Ron Mach states.

Ron and his wife, Carol, have been members of Our Savior's since 1999.

"As Oakwood residents, we were drawn to the church's Decorating Mission led by Sally Campbell," Ron says. "Every Advent Season, about 25 church members decorated the Tree of Life Chapel trees and other common areas for Oakwood. Carol and I coordinated the visit of the Senior Choir for a seasonal concert in the chapel at Oakwood around Christmas."

"We're really a sanctuary church—one that is open to anybody."

– PASTOR TIM HANSEN





“There’s very much a movement to get back in person and get to know each other once again. Going forward, we are asking ourselves: how do we want to be a church in the community? In the world?”

– PASTOR TIM HANSEN

Looking to the Future

“We spent the Lenten season this year having small group conversations within the congregation asking ‘what do we want to be?’ Pastor Tim explains. “Six years ago, we did strategic planning to identify what we hoped to accomplish. I’m glad to say we accomplished our previous strategic goals, and now we are looking to the future. Coming out of the pandemic, the world is different.”

Currently, worship is attended approximately 60 percent in person and 40 percent virtual, Pastor Tim estimates. With the past few years having been quite isolating for most people, Pastor Tim states many members are eager to reconnect.

“There’s very much a movement to get back in person and get to know each other once again.” Going forward, we are asking ourselves: how do we want to be a church in the community? In the world?”

Our Savior’s is seeking opportunities to serve and continue their mission outside of the walls of the church. A primary goal is to develop relationships with organizations that work with the congregation and enable them to live out their faith life daily. Our Savior’s has a rich history of serving in the community, Pastor Tim says.

“They’ve supported not only local causes, but world causes. World hunger has been a huge ministry here.”

Additionally, they were one of the first churches involved with the food pantry in Sun Prairie, and they now partner with community schools to support a food pantry for school families.

In September, Our Savior's held a vote to become a Reconciling in Christ church. The Reconciling in Christ program is a way for faith communities to see, name, celebrate, and advocate for people of all sexual orientations, gender identities, and gender expressions in the Lutheran church.

"That's really important to us," Pastor Tim states. "We are a church that's open to all, regardless of background or beliefs. We want to welcome anybody and ensure everyone feels safe when they are here."

Ron Mach expresses his appreciation for the work and evolution of the congregation.

"Carol and I appreciate the openness to change here at Our Savior's because we live in a world that is changing around us." 🌱



AT A GLANCE

Name

Our Savior's Lutheran Church

Year Established

1959

Pastors

Tim Hansen and Seth Hecox

Website

oslc-elca.org

Contact Info

608.837.3111

office@oslc-elca.org

Address

550 Lincoln Drive,
Sun Prairie, WI 53590

Service Times

8:00am – Sanctuary Worship and
Live on YouTube

10:30am – Sanctuary Worship

Number of Members

1,800



HOW ARE WE DOING?

Word of mouth is always our biggest referral source—happy residents and happy family members help bring in more happy residents!

A great way to share your positive Oakwood experience with others is to leave us a review! Search for “Oakwood Village Prairie Ridge” or “Oakwood Village University Woods” on Google, click on the reviews and leave your feedback!

**PRAIRIE
RIDGE**



**UNIVERSITY
WOODS**





BUY LOCAL! USE THE OAKWOOD PHARMACY

The Oakwood Pharmacy staff is an important part of the Oakwood health team. Investing in their great work keeps your dollars right here at Oakwood!



Join the Oak Tree Circle!

Membership allows you to regularly support Oakwood at your preferred giving level.

Your automatic monthly gift is a sustaining stream of income that helps build resources for vital projects on both Oakwood campuses. You tell us how you would like your gift to be used.

We are extraordinarily grateful for our nearly 120 Oak Tree Circle members who support the Oakwood Foundation; a generous group which includes donors giving via credit card, debit card, automatic checking bank draft each month plus dedicated employees who give through payroll deduction.

Oak Tree Circle members receive a recognition pin each year and are invited to an annual summer cookout.

You are invited to call the Foundation Office at (608) 230-4285 to sign up or sign up online at oakwoodvillage.net/oakwood-foundation by selecting "Recurring Gift."

2022 COMMUNITY PARTNERS

The Oakwood Foundation would like to thank the following business partners who have made the choice to support our organization in 2022. Their contributions demonstrate a commitment to serving Oakwood, and provide the Oakwood Foundation with additional resources to enhance programs and services for our community.

Gold Partner

Giving at the \$10,000 Level



better people = better builders®

Silver Partner

Giving at the \$5,000 Level



Community Partner

Giving at the \$1,500 Level

Alliant Energy

Boelter

CLA

Coyle Carpet One

Cricket Design Works, Inc.

CUNA Mutual

CTW Abbey Carpet and Floor

Econoprint

Eppstein Uhen Architects

First Business Bank

Husch Blackwell

M3 Insurance

Madison United Healthcare Linen, Ltd.

Monona Plumbing and Fire Protection, Inc.

North American Mechanical, Inc.

Oimoen Electric, Inc.

Parasol Alliance

Theracore Management Group

VRI

If you know individuals associated with these organizations, please thank them for choosing to support Oakwood as a 2022 Community Partner!

Community Partner Spotlight

ZIEGLER CAPITAL MANAGEMENT, LLC

The Oakwood Foundation would like to recognize the generous support of Ziegler Capital Management, LLC, as a Silver Level (\$5,000 or greater) Community Partner the past two years.

Ziegler Capital Management, LLC (ZCM) is an investment advisory firm with 66 employees located in offices in Milwaukee, Chicago and St. Louis. ZCM serves a wide range of clients, including foundations, endowments, senior living organizations, hospitals, municipalities, pension plans, and other institutions. The firm was formed in 1991 and became an SEC-registered investment adviser in 2005.

One of ZCM's areas of specialization is working with senior living organizations on developing and implementing investment policies that are customized to the organization's financial goals and consistent with their missions. ZCM works with more than 100 senior living organizations across 30 states, and manages more than \$2.5 billion in assets for senior living organizations and other nonprofits.

Oakwood thanks Ziegler Capital Management, LLC, for their work and for their generous support of our community as a Silver Level Community Partner.



The ABCs of Giving

Whether you are already taking advantage of these giving opportunities or in need of an overview, we'll explain a few acronyms that you may want to be aware of.

WHAT IS AN IRA QCD?

That's short for Individual Retirement Account Qualified Charitable Distribution. If you own an IRA and are 72 or older, the Internal Revenue Service (IRS) requires a Minimum Required Distribution (MRD) each year so the income may be taxed.

If you don't need the income, you can send some or all of the MRD (up to \$100,000) to a charity. That's called a Qualified Charitable Distribution (QCD). The money you give 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.

USING A DAF

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.

Because the standard deduction increased to \$12,950 for an individual and \$25,900 for a couple, charitable gifts (or other potentially deductible expenses) need to exceed those numbers to itemize deductions.

This has led many to give a larger amount in a given year to their donor-advised fund. You may then direct the fund manager to send a gift to your favorite charity.

Thank you for your interest in supporting the Oakwood Foundation. If you have questions about either of these giving opportunities, please contact David Mossner at (608) 230-4441 or 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 that will accomplish your philanthropic goals.

Your Gifts Add Up!

You are a member of a powerful team when you join others in supporting the people of Oakwood. While we recognize everyone is in a different position financially, your support of the Oakwood Foundation at any level is appreciated. Together, your gifts add up and make a difference here at Oakwood.

The Oakwood Foundation is honored to recognize donors who reach extremely generous levels of support as members of Annual and Lifetime societies. We appreciate your consideration of which society might be best for you.

ANNUAL GIVING SOCIETIES

Golden Oak Society

Recognizes supporters who give \$5,000 or more to the Oakwood Foundation annually.

Oak Society

Recognizes supporters who give \$1,000-\$4,999 to the Oakwood Foundation annually.

LIFETIME GIVING SOCIETIES

President's Circle

Recognizes supporters who have given \$100,000 or more in their lifetime to the Oakwood Foundation.

Lifetime Golden Oak Society

Recognizes supporters who have given \$50,000 to \$99,999 in their lifetime to the Oakwood Foundation.

ADDITIONAL GIVING SOCIETIES & RECOGNITION OPPORTUNITIES

Oak Tree Circle

Recognizes supporters who give to the Oakwood Foundation monthly at any level via automatic payment. This can be done via automatic checking withdrawal or via credit card.

Oak Legacy Circle

Recognizes supporters who have named the Oakwood Foundation in their will or estate or have established a Charitable Gift Annuity with the Oakwood Foundation.

Memorial Plaque

A loved one may be memorialized on Oakwood's Memorial Wall plaque with a gift of \$1,000 and more.

If you are wondering how close you are to qualifying for a society, or want to learn more, please call Development Director David Mossner at (608) 230 -4441 or email david.mossner@oakwoodvillage.net



OAKWOOD

OAKWOOD LUTHERAN
SENIOR MINISTRIES

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Madison, WI 53705

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If your mailing address has changed or you no longer wish to receive the *Oakwood Outlook* newsletter, please call 608.230.4285 or email lynette.roten@oakwoodvillage.net



OAKWOOD
Outlook

News from Oakwood Lutheran Senior Ministries

FALL/WINTER
2022



Powering Up for the Future

Oakwood Stays Plugged into EV Demand

▶ [READ THE ARTICLE ON PAGE 8](#)