Phoebe

Messenger

Volume 101 | Issue 1 Spring 2020

Decades of DEDICATION

THE SERVICE OF STAYING

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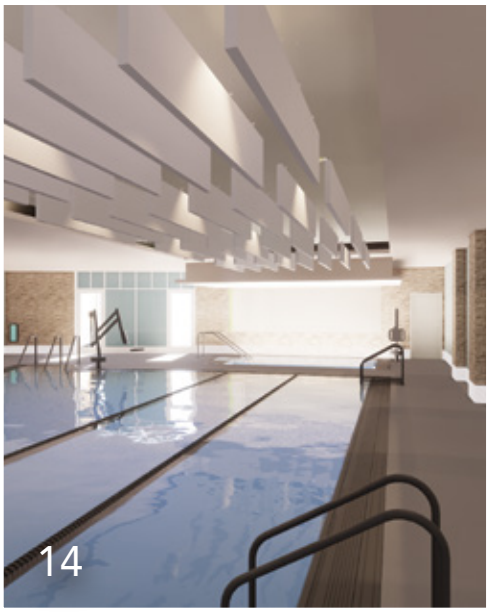

On the cover: Phoebe is proud of the 113 employees who have been at Phoebe for 20, 30 and 40 years, or longer.

PHOEBE IS A PROUD MEMBER OF

Dementia Friendly America®

Phoebe-Devitt Homes is the official name of the 501(c)(3) not-for-profit corporation doing business as Phoebe Ministries. Founded in 1903 and incorporated as such in 1984, Phoebe-Devitt Homes is responsible for the supervision of communities, long-range planning, development, and fundraising for a network of retirement communities, affordable housing, pharmacies, and a continuing care at home program, which combined serve thousands of seniors annually.

Phoebe Ministries is affiliated with the United Church of Christ and is a member of LeadingAge, LeadingAge PA, and the Council for Health and Human Service Ministries of the United Church of Christ.

The official registration and financial information of Phoebe-Devitt Homes may be obtained from the Pennsylvania Department of State by calling toll free within Pennsylvania at 1-800-732-0999. Registration does not imply endorsement.

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Mission Statement:

A community of faith, called by God, to enrich the lives of our seniors, their families, and the communities we serve.

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A MESSAGE FROM THE PRESIDENT

Dear friends,

Greetings from Phoebe! The cusp of a new decade has brought our ministry a renewed focus on wellness in senior living, particularly as we grow closer to breaking ground on our new independent living community, Chestnut Ridge at Rodale.

Wellness is not new to Phoebe, of course, but it takes on a whole new meaning as we plan a new community that supports the lifestyle choices of baby boomers and beyond. Our initiatives encompass the physical, mental, emotional, social, and spiritual aspects of life.

This issue includes a story about the wellness program initiated by Star High, Executive Director of Phoebe Berks. Star initiated a pilot wellness program at Phoebe Berks in 2013. Now 7 years old, our Berks program is serving as a model for all of our continuing care retirement communities, as well as Chestnut Ridge.

This issue also features a story about many of our long-term employees! We are proud of our legacy of care and the 113 employees who have served our residents for over 20 years. These employees embody our mission to enhance the lives of seniors and their families, and I am grateful for their dedicated service.

We are also excited to promote three upcoming events:

- The Spring 2020 Phoebe Institute on Aging (PIA) Conference, "Sex, Drugs and Rock & Roll: Baby Boomers and Aging," featuring Dr. Ruth Westheimer, renowned sex therapist, author, and teacher, is on Thursday, April 23, at ArtsQuest in Bethlehem, Pa. (phoebe.org/pia-conference)
- The PIA 2020 Generations Un-Gala is on Thursday, June 4, at Folino Estate Vineyard and Winery in Kutztown, Pa. (What is an Un-Gala? Find the answer on page 9, and at phoebe.org/un-gala)
- The 12th Annual Phoebe Golf Tournament on Monday, August 10, at Saucon Valley Country Club in Center Valley, Pa. (phoebe.org/golf) This event raises more than $100,000 annually for our most vulnerable population of seniors who receive charity care.

Every new—and renewed—initiative we offer, every advancement in senior care and wellness we implement, every educational opportunity we provide, everything we do to advance our mission—all of it demonstrates Phoebe's leadership in the communities we serve. Phoebe continues to be proactive, rather than reactive, as the population of older adults grows in Pennsylvania.

We could not carry out our important work without you, and we are deeply grateful for your generous support. Please join me in sustaining our ministry by making your gift to Phoebe before June 30. I hope to see you at our upcoming events!

Peace,

Scott R. Stevenson
President & CEO

Decades of

Employees who have worked at Phoebe Allentown for 20 or more years pose for a group photo in the Health Care Center parlor.

With the current job-hopping atmosphere, how can Phoebe still boast 113 employees who have been here for more than 20 years? The general consensus is it's all about the mission!

Take Sharon Bender, who refers to herself as a "hopeful empath." "As soon as I walk into a resident's room I can read them," says Sharon, who started in the laundry department in 1978 and then quickly moved to housekeeping where she still works today. "In housekeeping, we get to do all the little things—the finishing touches—that nursing wouldn't possibly have time to do." After 41 years of service to Phoebe, Sharon still loves what she does!

Jean Kenney, housekeeping employee since 1996, has been cleaning resident Lois Scheller's room for 19 years. "We do more than clean resident rooms, we listen to them and help them with their problems," she says. "It's all about the residents," says Denise Guth, also in housekeeping since 1978.

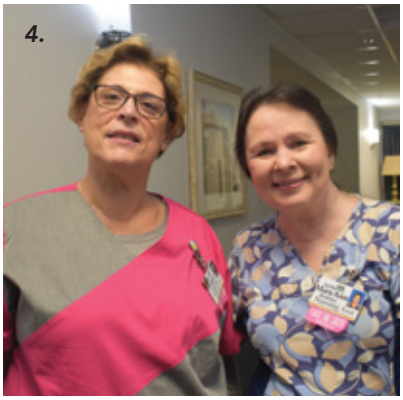
DEDICATION

THE SERVICE OF STAYING

Long-term employment of 20-plus years is not the norm and hasn't been for some time. According to the U.S. Department of Labor, in January 2018, the median number of years that wage and salary workers had been with their current employer was 4.2. This has changed only slightly over the last 20 years. In 2006 it was 4.0 years, and in 1996 it was 3.5 years.

So what makes Phoebe employees different? Perhaps it's Phoebe's history of employee dedication deeply rooted in the Phoebe culture and its early leaders. In 1919, 14 years after Phoebe's humble beginnings, the Reverend Doctor Franklin Moyer began his service as the superintendent of the Phoebe Home. Lasting 34 years, his leadership would overlap with David A. Miller who served as president of the Phoebe governing board from 1928-1956. Countless additional community volunteers joined the call early on, beginning what would be referred to as the "Phoebe family." This commitment and dedication to the service of seniors has permeated the staff with long-term employment spanning 30, 40, and even 50 years.

Chief operating officer Lisa Fichera, hired in 1978 as an administrative assistant in the human resources department, continues to humbly demonstrate a love for her job, Phoebe residents, and staff. Lisa's consistent mentoring advice is, "Always be flexible, open to change, and eager to try new ways to serve. Take on special projects, even if it is completely outside the scope of your normal responsibilities. Embrace those opportunities and you will be amazed how much you learn."



1. Kathy Oswald, culinary tech, Phoebe Allentown, 40 years 2. Kathleen Hardgrove, occupational health and safety coordinator, Phoebe Richland, 20 years; Kristin Umstead, unit clerk, Phoebe Richland, 32 years; Denise Machin, assistant director of nursing, Phoebe Richland, 23 years. 3. Sharon Bender, housekeeper, Phoebe Allentown, 41 years; Lisa Fichera, chief operations officer, Phoebe Ministries, 41 years; Sharon Ande, housekeeper, Phoebe Allentown, 44 years. 4. Carmen Frankenfield, certified nursing assistant, Phoebe Allentown, 40 years; Maryann Remaley, certified nursing assistant, Phoebe Allentown, 34 years 5. Olivia Henry, housekeeper, Phoebe Wyncote, 28 years

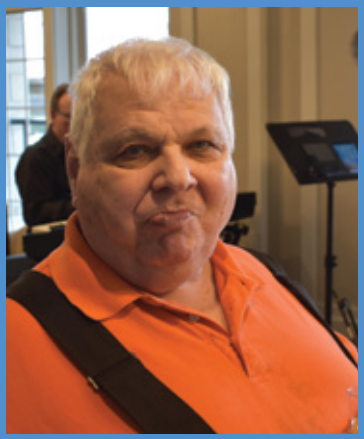
1. Diane Dyson, certified nursing assistant, Phoebe Richland, 36 years; Kimberly Bordner, certified nursing assistant, Phoebe Richland, 23 years, with resident June Moyer. 2. Rob Khanuja, director of contract services, Phoebe Ministries, 30 years.

While Phoebe's mission has always centered on residents, our person-centered focus extends to the support of career development for employees as well. Illustrating Lisa's advice to "try new ways to serve," director of contract services Rob Khanuja shares, "I started as a temp in the human resources department in 1988." After 20 years in human resources, eventually becoming the director, Rob approached leadership and voiced a desire to move into operations. He received unwavering support. "At the time my wife was the community life director and my kids were growing up here doing activities. Eventually both my parents lived here, my mom for two years and my dad for eight." With Phoebe's support, Rob studied to become a certified personal care and nursing home administrator. "This work is meaningful," says Rob, "and leadership supports staff development always with the Phoebe mission in mind." After several years in that role, Rob moved into Phoebe's procurement department as director of contract services and he still looks for various ways to serve, from running a Phoebe leadership development class to co-chairing a contract management committee.

Certified nursing assistant Diane Dyson who received the Caregiver of the Year award from Phoebe leadership in 2006, agrees with Rob. She started at Zohlman Nursing Home in 1983 and stayed on when Phoebe acquired Zohlman in 2000, renaming the building Phoebe Richland. For 36 years she has served the residents of Richlandtown and beyond. "I live and work in the community so I know a lot of people that come to live here from the area." So does her work partner Kim Bordner. They've been working side-by-side helping residents for over 20 years. "The residents and staff are like my second family," says Diane.

In Memoriam 1944-2019

Phoebe wishes to acknowledge one of our longest serving employees turned resident, John Weisel. Known for his contagious enthusiasm and encyclopedic sports knowledge, John retired from the Phoebe laundry department in February 2014 after 54 years of service. John later lived in Miller Personal Care at 19th and Chew. It is with heavy hearts that we announce John's passing in November 2019. Phoebe staff, residents, and loved ones remember John as a dedicated employee and kind friend to many.



Phoebe at Work | CELEBRATING EMPLOYEES

"We all come together like a big puzzle," Rosemarie Diaz, a laundry worker, explained as she described an encounter with a woman she recently met while visiting a friend in the hospital. "The woman was asking about Phoebe because she was coming here for rehab. I told her I would look for her—that Phoebe means family." Rosemarie worked in dining as a cook for 20 years and recently moved to laundry. "The most important thing is the residents. When they smile, you smile. When they cry, you cry."

Keeping the Phoebe mission at the center of all we do is natural, necessary, and inspiring. Each day can bring joy and sorrow, ease and struggle. The testimonies of our faithful employees tell the story that we have been and remain—"A community of faith, called by God, to enrich the lives of seniors, their families, and the communities we serve."

We are hiring! Become a part of our family!
Learn more at Phoebe.org/Careers

1. Jean Kenney, housekeeper, Phoebe Allentown, 23 years, with resident Lois Scheller 2. Yenith Ortiz, culinary tech, Phoebe Allentown, 20 years 3. Denise Guth, housekeeper, Phoebe Allentown, 42 years 4. Cindy Raub, administrative assistant Social Work, Phoebe Allentown, 23 years. 5. David Hilt, maintenance, Phoebe Allentown, 21 years 6. Louise Santee, certified nursing assistant, Phoebe Allentown 24 years with resident Anna Walbert.

PHOEBE INSTITUTE ON AGING (PIA) SPRING CONFERENCE

Sex, Drugs and Rock & Roll:

BABY BOOMERS AND AGING

Thursday, April 23, 2020 | 8 a.m. to 4:30 p.m.

ARTSQUEST, BETHLEHEM, PENNSYLVANIA

The 77.5 million baby boomers, born between 1946 and 1964, are a generation that came of age in America during an era when authority and cultural norms were challenged. Today, the baby boom generation is aging. Every day, 10,000 boomers turn 65, a trend that started in 2011 and will continue until 2029. And just as they did in the 1960s and 1970s, baby boomers are challenging conventional wisdom—this time about aging and long term care.

Join us on Thursday, April 23, 2020 at ArtsQuest in Bethlehem, Pa., for the Phoebe Institute on Aging (PIA) Spring Conference "Sex, Drugs and Rock & Roll: Baby Boomers and Aging." Don't miss the opportunity to see our featured keynote speaker, world-renowned sex therapist Dr. Ruth Westheimer, who pioneered discussing human sexuality on radio and television. The conference will address how the self-reliant, highly-educated baby boom generation will strive to take a proactive role in their aging process, make an impact on health and social services, change perceptions of quality of life for older adults as well as impact institutional, cultural, and societal values.

In her keynote presentation, the 91-year-old author, professor, and subject of the recent documentary "Ask Dr. Ruth" will present in a question-and-answer format, on a range of topics such as healthy sex and its benefits for seniors in the 21st Century, how clinical and familial caregivers can accept and support healthy sex among seniors aging in place or living in congregant settings, and how continuing care retirement communities should treat sex among residents, both single and married. Dr. Ruth will also share her perspective on seniors and sex now that she herself is in her 90s, and touch on emerging issues such as loneliness and the dying art of conversation caused by technology.

The conference also features a variety of guest speakers with expertise in issues facing baby boomers such as Robert Torres, Secretary of the Pennsylvania Department of Aging; Jane Fleishman, Ph.D. M.Ed., principal at Speaking Of, a consulting firm promoting the sexual well-being of older adults in senior living communities; Sharon Matthew, Clinical Director of the Older Adult Program at Caron Treatment Centers; and James A. Von Schilling, Ph.D., Professor of English & Humanities Coordinator, Northampton Community College. Topics such as aging well, medical cannabis, substance abuse among boomers, and challenges facing the aging LGBTQIA+ community will be presented.

For more information about the PIA Spring Conference, please contact the Office of Philanthropy at 610-794-5132 or visit Phoebe.org/PIAconference.

Spirit & GRIT

Evelyn Ohl, an independent living resident at Phoebe Richland's intimate independent living community, shot her first .22 caliber rifle at the age of 12. She was the youngest of eight children raised on a 14-acre farm in Hosensack, Pennsylvania. "It was a three-bedroom house," Evelyn explains. "My five brothers shared a room, one of my sisters and I shared another room, and, when I was a year and a half old, my older sister moved in with a neighbor. She was 14 and helped them with cooking and cleaning." This was common in the Hosensack community in those days. Big family, living on a family farm, raising all your own food—chickens, pigs, ducks—and hunting—deer, turkey, squirrel. This was Evelyn's childhood. Her father taught her to hunt and she excelled at it. "I think I was a better shot than my husband," she says with a twinkle in her eye.

Evelyn rode the school bus each day for an hour each way to Coopersburg. She was a star athlete, playing both basketball and baseball, eventually playing semi-professional women's baseball for the Perkiomen Queenies. "The ball was bigger than a baseball but smaller than a softball. And we threw it over handed," explains Evelyn. "We wore a uniform with a skirt."

When Evelyn turned 16, her boyfriend, Donald, took her to the Poconos where she shot her first deer. In 1952, at the age of 18, Evelyn and Donald married, beginning a union and hunting partnership that would last decades. Her father gifted them with two acres from the family farm and together they built the house that she would live in until 2015.

During the day Evelyn worked at the Acorn Glove Factory near East Greenville. "I sewed thumbs on canvas work gloves for 75 cents an hour." Every night for two years Evelyn and Donald worked on their house, digging the foundation by hand, getting help from friends and family. Evelyn would have the first of five children in 1953. At 23, Evelyn says she "came to know the Lord. I was running a little wild before that. I smoked and drank." Her husband Donald had a similar experience, sharing in her faith journey. They attended the Hosensack Evangelical Congregational Church and then later became members at the Calvary Bible Fellowship Church in Coopersburg. In 1982, she and Donald realized a dream when they bought 61.5 acres in North Central Pennsylvania near Coudersport. They continued their hunting adventures with a cross-country drive to Wyoming where Evelyn shot her first antelope.

In between raising their children, Evelyn worked at several sewing factories and on an assembly line at Philco and Pillsbury. She later drove a school bus for 25 years, retiring in 1995. In 2016, Evelyn moved into her independent apartment at Phoebe Richland. "I got tired of repairing my home," she says. Known throughout the campus for her homemade pot-pie noodles and lively conversation, Evelyn enjoys the freedom of doing what she loves. She's also reconnected with schoolmates and even a former basketball teammate who recently moved to the Richland campus.

Evelyn speaks about the past wistfully, and hours pass like minutes listening to her colorful, lifelong adventures—like the time she got lost while hunting alone near their camp. "I finally got a ride home on the back of a motorcycle. I think I was about 60 at the time!" She laughs. Until very recently Evelyn still enjoyed hunting alone but at the age of 85 she knows she shouldn't be alone in the woods anymore.

Instead, she lives vicariously through her grandchildren, who have also embraced her love of the outdoors. "I love being in nature and teaching my grandkids to hunt," says Evelyn. "My grandson just got a fifteen-pointer, and then the next day my other grandson got an eight-pointer," she says with a prideful smile.

The community at Phoebe Richland encourages a full life including personal passions and healthy adventures. Evelyn loves her independence and maintains an active social life, connecting with old friends, making new ones, and sharing all her wonderful stories along the way.

To learn more about life at Phoebe Richland, visit Phoebe.org/Richland.

JOIN US

PHOEBE INSTITUTE ON AGING AND CITIZENS BANK PRESENT:

2020 GENERATIONS

UN-GALA

Twilight in Tuscany

THURSDAY, JUNE 4, 2020

5:30 p.m. to 9:00 p.m.

Folino Estate Vineyard & Winery, Kutztown, Pennsylvania

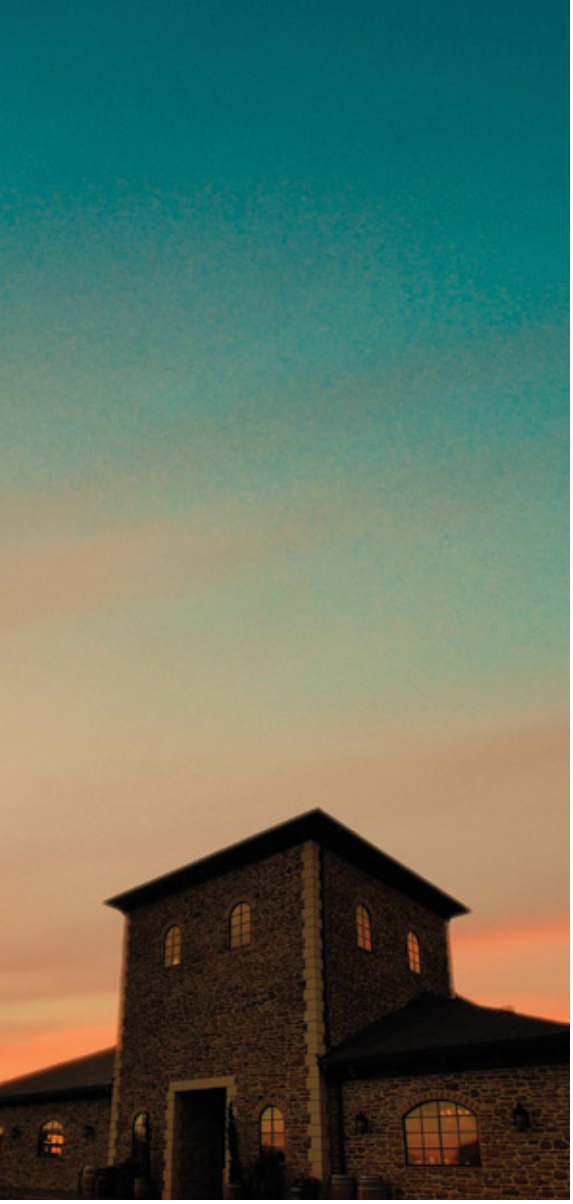
Each year, the Phoebe Institute on Aging's annual benefit dinner provides funding for the Institute, which has been a leader in clinical and caregiver education since 2001. For 2020, we have completely reimagined this event.

The new PIA Generations Un-Gala: "Twilight in Tuscany" will be held Thursday, June 4, 2020. We have changed the date to June, the dress to more casual, and the venue to Folino Estate Vineyard & Winery in Kutztown, Pennsylvania. While Folino may not be far away in distance, it is worlds away in experience!

What is an "Un-Gala"?

The PIA Generations Un-Gala is unlike a traditional fundraising gala in four key ways:

1) Leave your fancy dresses, stiletto heels, and ties at home. Folino is a vineyard and winery modeled after those found in Tuscany—picture linen dresses, casual suits, and stylish but sensible shoes. We invite you to dress more casually and comfortably. Bring layers, as we will be inside and outside. (Still not sure? Google "What to Wear to a Vineyard/Winery.")
2) There are no formal start and stop times; you can come and go as you please. (Although we will ask you to gather in Folino's main ballroom for a short program at 7 p.m. where we will celebrate our honorees for Exemplary Service to the Aging and feature a special performance!)
3) We will offer a variety of food stations and an array of choices from antipasto to gelato. (Don't worry, though—if you would like a traditional sit-down dinner, we can offer you table service instead!)
4) You will have an opportunity to create an "a la carte" event experience by opting in or out of an abundance of activities—or you can just relax and watch others participate.



Activities planned include a wine tasting with Folino's Vintner, bocce, photos in the gazebo, and more! (Grape stomping, anyone?)

We want to offer you a unique experience that attracts guests of multiple generations, so we are also planning our signature inter-generational performance. Stay tuned!

For more information, please contact the Office of Philanthropy at 610-732-5132 or philanthropy@phoebe.org.

Visit Phoebe.org/Un-Gala.

MITCH AND JAMI POSSINGER TO BE HONORED AT 2020 GENERATIONS UN-GALA

Mitch and Jami Possinger have been named the 2020 recipients of The Rev. Dr. Grant Harrity Award for Exemplary Service to the Aging. The Possingers will be honored at the 2020 Generations Un-Gala, presented by the Phoebe Institute on Aging (PIA), on Thursday, June 4.

"Since 1999, the Possingers have served Phoebe in many volunteer roles," says Scott Stevenson, Phoebe President and CEO. "Their leadership, and the support we have received from Mitch and Jami personally and from Cura Hospitality, have enhanced our campuses, advanced our educational initiatives through the PIA and our Clinical Pastoral Education (CPE) program, and helped sustain charity care. We are deeply appreciative of their service."

Mitch has served on Phoebe's Governing Board, has chaired Phoebe's Nominating and Governance and Institutional Advancement Committees, and has served on the Phoebe Institute on Aging (PIA) Advisory Board and President's Council. Jami has served as a member of Phoebe's Church Relations Committee, and as Chairperson of the CPE Committee. She took an active role with CPE students, meeting them at the beginning of their study and participating in their exit interviews.

Each year, Phoebe presents the Harrity Award to individuals whose leadership, service, and commitment advance the aging services field. Phoebe honors those who advocate for or effect positive change in the lives of older adults, their caretakers, and the community through ongoing, cumulative achievements.

"Through our initial connections at Phoebe, our awareness of and interest in Phoebe's mission grew and, subsequently, so did our desire to be part of an organization that adds such value to the quality of life," say the Possingers. "Helping others smile makes us smile!"

For more details on the event or to read the full story on Mitch and Jami Possinger, visit: Phoebe.org/Un-Gala.

Branching Out

CHESTNUT RIDGE at Rodale

CULTIVATED BY PHOEBE

Chestnut Ridge: A Budding Community

This past year, Chestnut Ridge at Rodale has transformed from a concept taking root to a full-fledged community, even though the walls haven't been built yet! As of January, the community was halfway to its presales goal of 86 apartments under contract prior to ground breaking. The sales team at Chestnut Ridge at Rodale has hosted a myriad of events to garner interest in the new continuing care retirement community, including a holiday open house, a social at Brookside Country Club, and a luncheon at House and Barn, with more to come!

Additionally, the events are helpful for establishing friendships in the soon-to-come community. Depositors are getting to know one another and learning who is going to be neighbors and who has the same interests and hobbies. Allan and Nancy Kramer-Moyer were early to sign on as future residents, and have watched the group of depositors grow from single digits to over 50 at the last event they attended. "These events have given us the opportunity to meet new people. With each encounter we learn more about each other, find common interests, and discover new things. We are all embarking on this adventure together," Nancy and Allan shared.

Chestnut Ridge Lifestyle is Beginning to Blossom

While Chestnut Ridge at Rodale will be a community with 126 apartments featuring on-site amenities like a restaurant and bar, fitness center, salon, and learning center, the true heart of the community will be in the lifestyle opportunities it presents to its residents. Even before the community has been built, staff at Phoebe has spent hours developing a lifestyle package that future residents will find engaging and appealing. Programming is coming from input we're receiving from our depositors, as well as from Phoebe's expertise in providing a lifestyle where seniors can thrive each and every day.

Star High, Executive Director at the Phoebe Berks campus, spent many years as the Wellness Director at Phoebe Berks and developed a wellness curriculum there second to none. She's honed her expertise in wellness and has been the driving force planning a lifestyle at Chestnut Ridge where residents can expect holistic, autonomous, healthful living. "Wellness is so much more than exercise and eating, though those aspects certainly are important. At Phoebe we take into regard the psychosocial and spiritual aspects of living a healthy life, and create ways for each resident to make choices that support healthy aging," says Star.

Additionally, Phoebe recently hired a Lifestyle Specialist, who has started developing relationships with the current depositors, ensuring the activities provided will meet the expectations and needs of today's residents, as well as prepare them to age healthfully into the future.

Rachel Ritz, a depositor at Chestnut Ridge, is a nurse inspired by wellness in every aspect. Rachel says, "As I age, good health is one of my main goals. As an RN of 51 years, I am acutely aware of the changes that come along with aging. My philosophy is that I can either care for my body now or pay the price later on."

A group of Chestnut Ridge depositors gathered for a photo at the Chestnut Cheers holiday event on December 5.

She and her husband, Alan, joined the Chestnut Club and are excited to enjoy the amenities at Chesnut Ridge. "We are so excited to move into Chestnut Ridge at Rodale so we can swim in the pool, work out in the gym, walk the beautiful trails, garden in the raised beds, attend health related educational events, eat the good food our chef will be cooking, and socialize with the many great folks we have met at the depositor activities."

What's Next?

The relationships the depositors are cultivating are developing in tandem to the construction planning, and provide a beautiful example of how people can create a community. "My husband Alan and I already feel as if we are part of a fabulous group of people and we can hardly wait to move in and start our next journey. I think that the Rodale family would be very happy with what Phoebe is accomplishing at Chestnut Ridge," Rachel says.

The groundbreaking date will be determined by the pace of presales, but is currently forecasted to occur in the late fall of 2020. After that, construction is expected to take 18 months. Updates will be provided along the way on Chestnut Ridge's Facebook page, as well as at www.chestnutridgeatrodale.org.

Learn more about retirement living at Chestnut Ridge at Rodale at ChestnutRidgeatRodale.org.

Become an Early Depositor by Joining the Chestnut Club!

Enjoy the special perks of becoming a member of The Chestnut Club, the exclusive group for the founding members of Emmaus' newest 60+ lifestyle community. Members enjoy the following benefits:

- **Preconstruction pricing**: Limited time only—Expiring soon!
- **First choice:** choose the apartment that suits you best from the available selection
- **Exclusive invites:** invitations to complimentary on- and off-campus events offering opportunities to meet your future neighbors and sample the community's lifestyle
- **Discounts** at community businesses and restaurants
- **And more!**

The Chestnut Club

Generations of SERVICE

As a legacy provider of senior services, we often find families who have been part of our communities in several different capacities. The Reverend Wilbur "Bill" Albright, and his mother Julia, are a beautiful example of generations of service.

Bill, 84, and his wife, Phyllis, have been residents at the Terrace at Phoebe Allentown since 2018, and they both knew there was no other place they wanted to live. When making the decision to downsize, Phoebe always felt like the right choice, explains Bill: "We always supported Phoebe. It has always been important to my mother and me."

Bill has always been involved in the community, leading services as a United Church of Christ (UCC) pastor. His mother, Julia Albright, served Phoebe Allentown as a nurse for over 20 years. Both Bill and his mother served not only the community, but the country during World War II and the Korean War, respectively.

Though Julia did not serve in the military like her son, training in first aid and working with the American Red Cross during the war inspired her to become a nurse. She decided to enroll in a Licensed Practical Nursing (LPN) program in Allentown—an education she truly valued. In the early 1950s, a few years after graduating as a licensed nurse, she began working at Phoebe Allentown. For over 20 years, she unwaveringly served the residents of Phoebe Home, and was loved by all those she worked with and helped. Her interest and passion for nursing was sparked by serving others, and with that spark she was determined to get the education she needed to serve the community.

Since his mother valued education, Bill enrolled in Kutztown State College (now Kutztown University of Pennsylvania) for a short time but he realized that wasn't the path he wanted to take. Looking to his mother and older brother Paul, who served served during WWII, Bill decided to enlist in the Navy as a Seaman Recruit in March of 1954—the same branch as his brother Paul.

Bill underwent recruitment training at the Naval Training Center in Bainbridge, Maryland and was assigned to the Naval Security Group. He was first stationed in Kodiak, Alaska, where he aided in preparing and delivering all the top secret cryptographic information throughout the entire Pacific Rim. This entailed constantly traveling the length of the Pacific Rim, delivering new top secret materials, and picking up the old. He was also responsible for destroying all the old cryptographic documentation in order to keep it from getting into enemy hands.

Traveling through the Pacific Rim meant he had to battle all types of environments including freezing arctic temperatures and hot tropical climates. Bill recalls that before beginning his work in Alaska, he was trained in Arctic survival by being dropped off at the Aleutian Islands, a chain of volcanic islands located off the coast of Alaska, with only sea rations, a sleeping bag, and the parachute they used when landing on the island.

After being stationed in Alaska for a year, Bill soon advanced to Yeoman Seaman and served as a Communication Technician Seaman. He was then reassigned to Naval Security Group Detachment at Pearl Harbor in Hawaii from 1956-1958. During his time in Hawaii, he advanced to Communication Technician First Class. After Hawaii, he was assigned to the Naval Security Station in Washington D.C. where he served until his release from active duty in February of 1960. While in the National Security group he was privy to the most up to date information on the war, something a lot of Americans were not aware of at the time.

After being discharged from the Navy he worked as an Assistant Production Coordinator for the Fuller

Right: Bill Albright, holding a picture of his mother Julia, in his apartment at the Terrace at Phoebe Allentown.

Top: Julia Albright pictured with a fellow nurse at Phoebe Home in 1957.

Bottom: Bill Albright poses with family after becoming a Pastor and earning his Master of Divinity degree from Lancaster Theological Seminary, 1970.

Company, but after a conversation with his neighbor Rev. Charles Rockwell, Bill decided that his true calling was to become a pastor for the UCC.

With determination, focus, and support from both his family and the Navy, Bill attended Lancaster Theological Seminary in Lancaster, Pennsylvania, where he graduated from seminary with a Master of Divinity degree. After graduating, he took to servant leadership explaining that "pastors need to do things for their community." Not afraid to be hands on, he was a chaplain for Medivac and ran ambulance for 16 years in Macungie. Bill also served as Chair for the Pastoral Care Department at Lehigh Valley Hospital for 25 years, and would give sermons at health care facilities like Phoebe Allentown where his mother Julia worked as a nurse.

Julia's pursuit of education and service was a driving force for Bill. After watching his mother follow her calling, Bill was encouraged to do the same, implementing a whole new generation of service. For the Albrights, caring for others has always been a family affair.

To learn more about working or living at Phoebe, please visit Phoebe.org.

PHOEBE BERKS RESIDENT GOES VIRAL

One of the nation's oldest Girl Scouts is a Phoebe resident! At 98 years old, Phoebe Berks independent living resident Veronica "Ronnie" Backenstoe has dedicated almost 90 years of her life to the Girl Scouts of the USA.

Her story was first captured by Fox 29's Jennaphr Frederick on February 11 and has since captured the heart of America and beyond! After being featured on Fox 29 Philadelphia and WFMZ 69 News, Ronnie's story went viral, and was picked up by ABC News, CNN, NPR, People.com, Yahoo News, and Good Morning America, just to name a few!

Ronnie's story of her long term involvement with the Girl Scouts at 98 years old has garnered thousands of likes, comments, and shares on social media, and even made its way to Ellen Degeneres who mentioned her inspiring enthusiasm in People Magazine's March 9, 2020 issue! Ronnie also received the once-in-a-lifetime opportunity of being interviewed at her Phoebe Berks home by a camera crew from Good Morning America.

Ronnie's interview premiered on Good Morning America on Wednesday, March 4 on ABC. Several Phoebe campuses hosted watch parties for residents, including one at Phoebe Berks where Ronnie watched in the company of her many friends.

Ronnie has been a Girl Scout since 1931 when Pennsylvania first began selling those world-famous Girl Scout cookies. Her continued participation in the Girl Scouts is just one of the countless ways Phoebe residents continue to pursue their passions as members of the community. We encourage our residents to "un-retire" by pursuing hobbies they enjoy in retirement and focusing on their wellness, and Ronnie has done just that in the 18 years she has lived at Phoebe in independent living.

We're honored that Ronnie is a member of the Phoebe family and amazed at her impact on the Girl Scouts and our community!

Top to Bottom: Ronnie posing in her Girl Scout uniform in 1957 when she was the Field Director for the Girl Scouts of Freedom Valley.

Ronnie being interviewed by a film crew from Good Morning America in her cottage at Phoebe Berks.

Ronnie and fellow Girl Scouts of Eastern Pennsylvania, along with some younger Girl Scout Brownies and Daisies, pose during their cookie sale at Phoebe Berks on February 17.

Nourishing WELLNESS

Phoebe has a long legacy of being proactive in its service to seniors. In 2013, when Star High, who at that time served as Director of Nursing at Phoebe Berks, was appointed to the new role of Director of Wellness Services, she had quite an undertaking—to build the Phoebe Berks Wellness Program from the ground up.

Phoebe Berks Village, the campus' independent living community, opened its doors in the early 1990s, and houses well over 300 independent living residents; many who moved in 25-30 years ago.

In recognizing the importance of independence for the aging independent living comnunity, Star developed and implemented a comprehensive wellness program in 2013 that not only proactively manages health issues, but also provides every resident the opportunity and encouragement to invest in education, health and fitness, volunteer efforts, and hobbies that add quality to their lifestyles.

Star is a big believer in active retirement through choices; offering residents robust services and programming that address physical, mental, spiritual, and emotional health, along with a myriad of social opportunities and healthy eating options that promote a sense of well-being.

Star describes the wellness program as a continuous evolution. "If we had developed the wellness program and kept it the same as it was seven years ago, it would have failed," says Star. "We recognize the importance of being innovative to keep things fresh and stay ahead of the curve. If something is popular among 30-year-olds, there is no reason to assume an 80-year-old won't want to learn and try it too."

In 2016, Star was appointed Executive Director for the Phoebe Berks campus. With the Wellness Director position then needing to be filled, Jean Gerhard, RN, was named as the new Wellness Director at Phoebe Berks with the goal of continuing to advance the program that Star had introduced.

The foundation of the program has remained the same—every independent living resident at Phoebe Berks Village undergoes a clinical evaluation to see how well he or she functions independently. Then, Jean and her team work to find ways to help each resident stay independent longer. The wellness team includes clinical nursing, outpatient rehabilitation support, social services support, spiritual support, in-home care management services, fitness services, and community life activity programming. Jean and her team work actively to link residents to social activities, fitness programs, volunteer opportunities, and spiritual programs that fit each person's life goals.

Today, the Phoebe Berks Wellness Program offers the following:

- 43 resident-led fitness classes per week including walking groups on-and-off campus, Tai Chi, and two types of aerobics classes.
- Social activities including darts, Wii Bowling, billiards, 48 structured card games, knitting, rubberstamping, a book club, geneology club, movie nights, gardening, seniors college at Alvernia University, and summer nights on the Phoebe Berks boardwalk.
- Many spiritual life groups and activities including a caregiver support group, centering prayer, abiders, grief support group, meditation group, bible study, Taize worship, trips to local faith communities, and several others.

Many of the independent living residents at Phoebe Berks have participated in the Wellness Program since its inception and attribute their good health and mobility to it.

- Technology to engage the brain like Touchtown Community Apps and the Phoebe TV guide, two Amazon Alexa devices and an iPad for residents to stay up to date with campus activities and classes, Dakim BrainFitness, and a computer lab.
- Resident committees including a sports and recreation task force, dining enhancement, community life committee, fitness committee, peddler shop, music committee, spiritual life committee, hospitality ambassadors, and a helping hands program where residents can help other residents with pet sitting, transportation, sewing/mending, and other tasks.

In May 2019, Phoebe Berks launched a large, $7 million renovation of The Rev. Dr. Grant Harrity Community Center for independent living residents. The renewed Community Center will support the wellness program and houses various dining establishments, including a casual coffeehouse and a pub, dining venues, a fitness center, a movie theatre, new locker rooms near the indoor pool, game rooms and social spaces, and renovated administrative office areas.

"Residents are living in a construction zone and have temporarily lost some of the common areas they are used to using for various activities, but we have made sure that our wellness programming and activities haven't skipped a beat. We accomplished this in some very creative ways," explains Star. Phoebe Berks staff have found opportunities to continue the

93 year-old Betty Weber looks and feels decades younger thanks to wellness activities like ping pong.

Phoebe Berks independent living residents Glenys Waldman and Al Schmeck work on their balance and core strength in Studio 126, guided by Wellness Coordinator Michelle Franks.

Independent living residents Barbara Jacobs and Dean Walker head up the Wii bowling group and always encourage new residents to join.

vast majority of activities and programming even during the construction by hosting groups in venues around the campus that were unaffected by the construction, and even setting up some of the fitness equipment in a lounge area.

The wellness program at Phoebe Berks has flourished—so much so that Star is leading the charge once again; this time expanding the wellness program built at Phoebe Berks to all four of Phoebe's continuing care retirement communities. Star has collaborated with each community leadership team to tailor wellness programming to each community's unique features and culture. Every community has a plan of work and timeline for the rollout of the new wellness programming, and the Terrace, Phoebe Allentown's independent living community, began introducing its wellness program at the beginning of 2020 under Star's consultation.

In addition to their already robust activity calendar, Terrace residents now partake in podcast streaming and discussion groups, quarterly Chef's Table events that feature a five-course meal and wine pairing, monthly healthy eating cooking demonstrations, and weekly gratitude journaling groups.

Molly Driscoll, Manager of the Terrace at Phoebe Allentown, was instrumental in the development of the gratitude journaling programming. "As many people age, their lives can become more insular and they sometimes focus on their losses, but residents at the Terrace have a lot of support and reasons to be thankful, so we thought of this activity as a good way for them to explore the many blessings they have."

The Terrace team will work with Star to develop and implement new programming throughout the year for residents at the Terrace, following the Phoebe Berks model. "Residents may be apprehensive or question whether they're able to do activities that may be new to them, but one of our goals as partners in their independence is to give them opportunities to learn and try something new in a safe environment where it can be tailored to the individual," says Molly.

Plans are also in the works to implement new wellness programming at Phoebe Richland and Phoebe Wyncote, through all levels of care. "Wellness programming isn't just effective for independent living; we plan to mold the programming for the abilities and preferences of residents in every level of care throughout the Phoebe continuum," says Star.

While there are too many wellness activities, groups, events, and other initiatives in development at all of our Phoebe campuses to count, residents should be on the lookout for the ever improving ways to maintain their independence and wellness at Phoebe.

For more information about wellness at Phoebe, visit Phoebe.org/Wellness.

PATHSTONES AND PHARMACY WEBSITES GET NEW LOOK

Pathstones by Phoebe and the Phoebe Pharmacy have a new look! Modern and user friendly, our new website designs will be up to date with all the information and resources you need as you learn about all the services we have to offer. The new designs will make navigating the websites quickly and easily on any device including laptops, tablets, and smartphones.

The Pathstones by Phoebe homepage features a new video highlighting real members' experience using Pathstones' services to enrich their daily lives. If you're not sure how Pathstones can help lend peace of mind to your everyday life, this new video is a great introduction to Pathstones' services.

The site also includes new navigation that helps provide access to information for members and other users alike. With the new interactive calendar, members can stay connected and up to date on all the upcoming Pathstones organized events as well as find the group activities and educational presentations that interest them, while also staying updated on featured news and announcements. The new calendar will also include Phoebe's events, since Pathstones members have access to programming at our campuses. If someone is not yet a Pathstones member, but is interested in learning more, they can schedule a one-on-one appointment or sign up for a seminar right from a laptop or mobile device.

The new site also includes valuable information on Pathstones' many services with our new "Learn More" section. Finding the right information can be overwhelming—that's why our experts made sure to gather helpful resources about health and wellness, plus retirement and financial planning. These resources are a helpful guide for anyone who wants to stay informed while preparing for the future.

The website also includes updated Pathstones membership plan information and answers to frequently asked questions.

Feel free to fill out our contact form or call 610-794-6700 for more information. Visit PathstonesByPhoebe.org to explore!

Launching later this spring, the revamped Phoebe Pharmacy website will include a modern and easy to use design. The layout will make navigation a breeze, whether it's paying your bill or browsing our career page to find just the right position to join our team. With the new design, visitors to the website can also stay updated on the latest Phoebe Pharmacy news and events.

The new website will also feature the "PhoebeLink Client Portal" that will allow our facility clients to submit orders for prescription renewal, access drug quotes before dispensing, use our around the clock messaging system, print medical forms and records, plus access billing information. In addition to the portal, our "Secure PhoebeFile" login will allow 24/7 secure access to important and personal information specific to each customer's facility. Facility administrators will be granted access to incident reports and up to date, personalized policies and procedures pertaining to specific facilities, with the ability to upload and share important files easily and securely. Having easy and secure access will allow for more efficient processes while making important information available to customers, business service partners, facility staff, and residents and their families.

Visit PhoebePharmacy.org to learn more information about who we serve, and how we do so with innovation and nursing in mind.

Find out more about Phoebe Pharmacy and our new website by visiting PhoebePharmacy.org.

Phoebe

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