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On the cover: Olga Carmona, resident of The Terrace at Phoebe Allentown.

### PHOEBE IS A PROUD MEMBER OF









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, 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.

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# Welcome | Fall/Winter 2022

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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"For whatever was written in former days was written for our instruction, that through endurance and through the encouragement of the Scriptures we might have hope." —Romans 15:4 (ESV)

## A MESSAGE FROM THE PRESIDENT



# Dear friends,

Our residents prove to us every day that you are never too old to learn. We know a lifelong thirst for education helps keep us young, and this issue of the *Messenger* focuses on the ways teaching and learning can be found throughout Phoebe.

You'll read about the many, many retired teachers who reside on our campuses, and the educational services we offer, including the Phoebe Institute on Aging (PIA) and the Clinical Pastoral Education (CPE) program. We are grateful to all who share their knowledge and experience to enrich the lives of our seniors, their families, and the communities we serve.

You'll also see the latest on construction at Chestnut Ridge, our Pharmacy's efforts to vaccinate homebound seniors, and our two new Governing Board members, Carmen Bell, of the United Way of Greater Lehigh Valley, and Ken Charette, of Fitzpatrick, Lentz, & Bubba.

Finally, in this issue, you will also find our Annual Report of Gifts, with lists of the more than 1,400 residents, family members, employees, volunteers, businesses, and organizations who supported Phoebe this past fiscal year (July 1, 2021 to June 30, 2022). Thank you for putting our ministry at the top of your philanthropic priorities. Thank you to those who participated in our annual Golf Tournament for charity care, and to those who supported the PIA Generations Un-Gala, which supports employee scholarships and the annual PIA Conference.

On behalf of Phoebe Ministries, thank you for your support of our mission and ministry. I wish you the best for a happy, healthy holiday season and new year!

Peace,

Scott R. Stevenson President & CEO

# (<del>jenerations</del> **EACHERS**

More than 45 retired teachers live at Phoebe, contributing to the rich social fabric of our four continuing care retirement communities. From a one-room schoolhouse in Lancaster County, Pennsylvania to the city schools of Brooklyn, New York, Phoebe's retired educators have influenced countless generations of students. Inspired by their dedicated and passionate vocations, Phoebe celebrates a small selection of their contributions by highlighting a few of these service-minded community members.

#### LIVING—AND MAKING—HISTORY

Phoebe residents range in age from 60 to 102. Many of these amazing people have not only lived through pivotal times in history, some have also made history themselves.

Born in 1925, Verna Graver, a Phoebe Berks Health Care Center resident, began her teaching career in Lancaster County in a one-room schoolhouse with no electricity, heat, or running water. No stranger to the one-room schoolhouse, Graver received her first- through ninth-grade education in one room. Excelling as a student, she was the valedictorian of her high school and college graduating classes. A graduate of Millersville State Teachers College, now Millersville University, Graver taught from 1946 to 1982 and was included on the national Who's Who in American Colleges and Universities list.

**Dolores Hickerson**, Phoebe Wyncote, made history in 1947 by being one of the first African American students to live on the Indiana University of Pennsylvania (IUP) campus. Despite the disapproval she initially received, she obtained a Bachelor of Science Degree in Music Education from IUP and a graduate degree from Temple University. "In pursuit of that education and early employment...I faced and had to deal with much negativity and disappointment due to bias, discrimination, and segregation, but like most African Americans of my generation, I did not give up," she wrote.

Following Hickerson's graduation in 1951, "even the highest recommendation...couldn't qualify me for a student teaching position in Altoona." She then moved to Philadelphia, where she taught music for 14 years. Hickerson then returned to Altoona, where she taught for 38 years, determined to override the unfair treatment she had received years before.





# The Art of Living | generations of influence

Phoebe Allentown independent living resident Olga **Carmona** (pictured on the cover) graduated first in her class from the Escuela Normal para Maestros (Normal School for Teachers) in Cuba, where she taught third grade for 15 years. During this time, she married a successful lawyer and attended Universidad de la Havana (Havana University) for three years with the hope of becoming a professor. She had two sons, who were young when the 1959 Cuban Revolution took place. Carmona's husband, considered to be on the wrong side of Fidel Castro, was arrested and jailed.

Fortunately, with the help of his brother, he was released from prison. Shortly after, he secretly went to the American Embassy and secured the necessary paperwork for the family to travel to the United States. Six weeks later, with only \$5 and the clothes on their backs, Carmona and her sons boarded a flight to join him. She had to give up teaching when she left Cuba, but was glad to be away from communism.

Olga Carmona and sons, Aldo Jr and Adolfo in 1961 after leaving Cuba.

### **GIVING KIDS A HEAD START**

These Phoebe educators found their calling in the 1960s in city schools as early childhood education programs were developing. New programs like Head Start were a part of President Lyndon Johnson's "War on Poverty." As a former teacher in a one-room schoolhouse in Texas, President Johnson believed education was the key to breaking the cycle of poverty.

"I had a beautiful teaching career," said Mildred Roundtree, resident at Phoebe Wyncote's independent living community. Roundtree, an early childhood educator for over 27 years in the Oakland Public Schools of California, found her passion for early childhood education as a daycare worker on the College of Alameda campus. Born in Bastrop, Texas, and one of 10 children in a close-knit family, Roundtree's family moved around frequently to accommodate her father's job as a logging contractor.

After landing in California, Roundtree attended Merritt College in Oakland, where she participated in a work-study program and earned an associate's degree in early childhood education. She later earned a bachelor's degree from San Francisco State University. Roundtree taught kindergarten through third grade for 27 years in the Oakland Unified School District in Oakland, California. She moved to the east coast in 2021 to be closer to her family.

Born in New York City, Muriel Miller graduated in 1963 from Brooklyn College with a bachelor's degree in early childhood education. She spent most of her 30+ year career teaching second graders at P.S. 269 Annex in Brooklyn. Toward the end of her career, she became an administrator, teaching and training other teachers. A true lifelong learner, Miller can always be found in every educational program at the Phoebe Richland Health Care Center, where she's been actively living for the past seven years.

Mary Ellen Atterbury was one of the first African American educators at John Story Jenks School, now known as Jenks Academy for the Arts and Sciences in the Germantown neighborhood of Philadelphia. Atterbury graduated in 1963 from Cheyney University. She was a founding educator for the immersive community teaching program Need in Deed, which connects classroom education to real-life community enterprises. Primarily a third-grade teacher for 30 years, Atterbury lives at Phoebe Wyncote and is visibly proud of her daughter Kyra, also an educator and program director for Need in Deed.



Top: Mary Ellen Atterbury with daughter Kyra Atterbury. Bottom left: Atterbury (left) with faculty from Jenks Academy for the Arts and Sciences. Bottom inset: Atterbury's high school graduation portrait.

#### SPECIAL EDUCATORS

In 1975, the United States voted to ensure that all children, regardless of their differences, should have access to free public school education. This law, now known as the Individuals with Disabilities Education Act of 2004, inspired Phoebe's educators to serve those with different learning needs.

Nancy Ruhmel was the first Special Education Coordinator for the Allentown School District, where she taught for more than 29 years. A graduate of Millersville University, Ruhmel retired from public school teaching in 1992 and started her own business as a Learning Disabilities Specialist. For the last 20 years, she has worked with students who have dyslexia. In 2020, when she moved into The Terrace at Phoebe Allentown, our independent living community, Ruhmel continued to help students with dyslexia. At 83, she is currently about to retire as she works with her last two students.

Ruhmel's neighbor, **Dorothy Sechler**, also a special education teacher for 35 years for the East Penn School District, continues to tutor young learners as well. A graduate of Kutztown University, Sechler helped elementary-age students reach their potential. After retiring, she taught English as a Second Language (ESL), General Education Development (GED), and pronunciation at the Literacy Center in Allentown.

Ed Brubaker, a resident of Meadow Glen, Phoebe Richland's personal care community, taught elementary special education in Tioga County, Pennsylvania, for 24 years. He and his wife Pat Brubaker met at Shippensburg University, where they both studied to be teachers. One of several educator couples that live at Phoebe, Pat and Ed stay active and engaged with their neighbors and friends at Phoebe Richland.



Nancy Ruhmel in her Terrace apartment.



John Ragsdale in his Berks Village cottage.

#### AROUND THE WORLD

Taking their skills to other countries, many of Phoebe's retired educators served students around the globe.

In her early teaching career, before marrying special education teacher Ed, Pat Brubaker taught in Guam for two years in the 1960s when her first husband was in the service. Inspired by her father, who was the principal at her elementary school in Southern Lehigh School District, Brubaker would teach elementary education for 15 years in the Parkland School District. She always remembered those early years of training in Guam.

Phoebe Berks independent living residents **John Ragsdale** and **Diana DeBold** taught through overseas educational missionary programs.

DeBold served as the Director of Pre-Schools from 1969 through 1972 in Malaysia as part of a Lutheran church missionary team. A graduate of Bloomsburg University, she also worked in 1966 as an educator for VISTA, an anti-poverty program created by Lyndon Johnson's Economic Opportunity Act of 1964. DeBold described this as "the year that changed my life." After receiving her degree in special education, she would serve as an Early Intervention Specialist with the Easter Seals, followed by 15 years of teaching special education for the Reading School District.

John Ragsdale taught adult educators from 1964 through 1970 at the David Livingstone College of Education (DALICE) in Zambia. Ragsdale received an undergraduate degree from the Eastern Pilgrim Bible College (later known as the United Wesleyan College), followed by a Master of Education from Trenton State College. In 1970 he became the Dean of Academics for Allentown's United Wesleyan College.

During his tenure as Dean, Ragsdale earned a Ph.D. in education from Lehigh University. He then became President of United Wesleyan College until it closed in 1990. After that, Ragsdale taught at the Evangelical School of Theology at Trenton State College.

# The Art of Living | generations of influence



#### SPORTS-MINDED

Several Phoebe educators used athletics to enhance their service to the community.

Floyd "Chuck" Givler, Meadow Glen at Phoebe Richland, graduated from Allentown High School in 1956 before attending Kutztown University, where he earned an education degree in social studies, followed by a master's degree in education from Lehigh University in 1967. Givler taught social studies at Belvidere High School in Belvidere, NJ, from 1961 until he retired in 1991. He was best known as an athletic coach and enthusiast, where he led boys' and girls' basketball and softball. While teaching, Givler was also a well-known sports writer for the Express-Times and other area publications. After his retirement in 1991, he pursued his love of sports as a writer and friend of many famous regional sports celebrities, including Mario Andretti and Larry Holmes.

Before attending college and becoming a teacher, Lou Wolf, Meadow Glen at Phoebe Richland, served in the U.S. Army during the Korean War. After the war, he attended East Stroudsburg University, earning an education degree in social studies. Wolf began teaching at Northampton Area High School, his alma mater, from 1958 through 1961. He then moved to the Parkland School District, where he taught and coached football until 1967. He returned to Northampton as the assistant athletic director and head football coach, and then served as athletics director from 1974 until he retired in 1992. Wolf led the Northampton football team to two league championships. After he retired, colleagues and friends raised funds to place his name on the Northampton stadium.

Don Klein began his career as a physical education teacher for nine years in the Spring Grove Area School district in York County. A graduate of East Stroudsburg University, Klein saw the connection between physical activity and emotional and intellectual wellness. He earned a master's degree in Psychology at the University of Pittsburgh, where he continued on to receive his Ph.D. Klein then worked as a school psychologist and educational consultant for the Intermediate Units in Berks and Lancaster counties. Klein and his wife, Ginger, also an educator for more than 30 years, enjoy living independently at Phoebe Berks.



#### A PASSION FOR ARTS & SCIENCES

After graduating from Allen High School, Philomena Huesgen attended Penn State University and received a physical and recreational education degree. She taught high school physical education at various schools, including the Mahoning School District. In 1982, she reconnected with her love of dance and began teaching part-time at an area dance studio. In 1996, Huesgen opened the Pennsylvania Performing Arts Academy in Tamaqua, Pennsylvania. Her students participated in the Tournament Indoor Association (TIA) competitions, where they won many awards. They also performed at Carnegie Hall, the Lincoln Center for Performing Arts, the John F. Kennedy Center for the Performing Arts, Disneyworld, and on Royal Caribbean International cruise ships. Today, Huesgen lives independently at Phoebe Berks, where she enjoys teaching fellow residents tap dance.

Ken Sletvold, the Terrace at Phoebe Allentown, graduated from Emmaus High School in 1959 with his wife Fran (as well as fellow educator Dorothy Sechler, mentioned previously). After serving in the U.S. Army, he attended Penn State Allentown, where he received an associate degree in drafting. After working as a draftsman, Sletvold attended Kutztown University on the G.I. Bill and received a degree in physics. He taught general science and later exclusively physics at Emmaus High School from 1970 until his retirement in 2000.

A graduate of Moravian University in Bethlehem, **Robert "Bob" Johnson** taught 5th and 6th grade at Floyd R. Shafer Elementary School in Nazareth for 30 years before retiring in 1996. Johnson and his classes won several President's Awards for Environmental Education from the Environmental Protection Agency for their commitment to recycling, organizing community cleanups, purchasing wildlife books, maintaining bird feeders, and many other projects. Johnson also led fundraisers to restore the Statue of Liberty and renovate the Nazareth YMCA.

A fellow environmentalist, **Helen Olena** retired as the Director of the Center for Environmental Education for the Pennsylvania Department of Environmental Protection (DEP) in 2001. After majoring in biology at Elizabethtown College, Olena extended her degree to include a teaching certificate, giving her flexibility in her future career. She taught at the Nolde Forest Environmental Education Center for many years before working for the DEP. A resident of Phoebe Berks, Olena remains passionate about the environment, including her continued advocacy and acknowledgement of climate change since the 1980s.

### THANK YOU, TEACHERS!

It is no surprise that so many retired educators call Phoebe their home. With a history grounded in learning and innovation, Phoebe continually offers engaging programming and forward-thinking activities for our inquisitive lifelong learners.

This selection of teachers is only a sampling of this large group. We encourage everyone to get to know Phoebe's amazing residents and hear their inspiring stories! It is our pleasure to celebrate their service to the community.





or nearly 120 years, the heart of Phoebe has been the seniors whose lives are touched by the expert care they receive during their time here. Starting in 1903 with the deaconess training program, learning about best practices in caregiving has never stopped at Phoebe. Health care and technology have evolved, and the organization has always remained at the forefront of the long-term care industry. Phoebe provides constant training to help ensure that staff members are prepared to take on new challenges while never losing focus on resident care.

Phoebe's foundation was built on Rev. Dr. Abraham Koplin's vision of an institution where young women could receive nursing and religious training. These deaconesses selflessly gave their time to God by caring for the sick, elderly, and dying. The program at the Phoebe Deaconess and Old Folks Home took two years to complete, and included coursework in nursing, religion, and academics.

Lehigh Valley pastors volunteered to teach those in the deaconess program, with the plan that those who graduated would take over classroom instruction for the next class. On September 8, 1918, six deaconesses graduated from the program. Three would continue to work at Phoebe, while the others went to area congregations. This was the only deaconess class to graduate at Phoebe—but the program was the first step in the organizational tradition of innovation that continues today.

Phoebe's vision statement inspires employees to continue to learn and grow by "leading the way with innovative services that promote fullness of life." Today, training and learning opportunities are offered that go above and beyond regulatory requirements. As staff members grow professionally, Phoebe residents benefit by receiving new and innovative services while continuing to receive high levels of care.

One way Phoebe is working with employees to offer continuous training is by pairing new employees with a mentor. Kim Doutt, Staff Development Coordinator at Phoebe Allentown, explains that the mission of the mentor program is "to work as a team to educate and orient our new employees to ensure they have all of the skills needed to perform their jobs." This program has recently been refreshed, and leaders at Phoebe are excited to bring the program back.

# Tuition Reimbursement & Scholarship Opportunities

Phoebe also encourages employees to participate in training outside the organization. Supporting and investing in the professional development of employees helps them to gain new skills and knowledge, allowing staff to better serve seniors at Phoebe. Currently, there are two options available to support employee education—a tuition reimbursement program and a scholarship program.

The 2021–2022 CPE students, along with employees of Phoebe Ministries, celebrate their graduation. Front Row, left to right: Jessica Hess and Susan Odessky.

Back Row: Jay O'Rear, Leah Knox, Scott Brooks-Cope, Mannie Matthews, and Paula Ireland.

# Phoebe at Work | LIFELONG LEARNING



Leah Knox, Chaplain at Phoebe Berks and ACPE Certified Educator Candidate, speaks to graduates of the CPE program at Moyer Hall in Phoebe Allentown.

Katrina Pettit, Certified Nurse Assistant at Phoebe Richland, is attending online courses at Bucks County Community College (BCCC). She plans to apply for a registered nurse program in the future, and the BCCC courses will help her achieve that goal. "Using the tuition reimbursement didn't just help me get more courses done, but it also encouraged me to have straight A's. To stay eligible for reimbursement, you need to keep good grades," says Pettit, who would recommend the tuition reimbursement program to any Phoebe employee. The tuition reimbursement program has been available for employees at Phoebe for over 20 years at all Phoebe campuses. Full- and part-time employees can subsidize part of the cost of college credit courses, noncredit certificate programs, and non-credit courses.

Marketing Content Coordinator Lynann Everett is enrolled in an online course to further her knowledge of Google Analytics, which will be valuable as Phoebe focuses on optimizing the organization's web presence. "Learning more about how Analytics works and having the ability to build reports was always something I was interested in, but was never ready to commit to. With the support of my supervisor, I decided to take the next step to receive certification. I am actively participating in an intense online course. Not only will this fulfill personal goals I have, but I will also be able to perform my job more effectively."

Phoebe also has scholarship opportunities available for employees. These are provided by the Phoebe Institute on Aging (PIA), which has focused on

providing access to education programs that have benefitted the Phoebe community since 2001. Recently, the PIA has expanded the scholarship program, offering up to 10 scholarships to Phoebe employees who wish to further their professional development. Once awarded, the scholarship recipients can use the funds towards coursework or training. To read more about the PIA Scholarship program and recipients, please refer to page 19.

## **Clinical Pastoral Education** (CPE) Program

In 1996, Rev. Dr. Allan Kramer-Moyer became Director of Pastoral Care and pioneered the CPE program at Phoebe. The CPE program is theological training for clergy and laypeople, combined with real-life experiences in an academic setting. In 1997, Phoebe received accreditation from the Association for Clinical Pastoral Education (ACPE) and held the first CPE class of five students.

Rev. Dr. Scott Brooks-Cope became Director of Pastoral Care in 2011 when Rev. Dr. Kramer-Moyer retired. Rev. Dr. Brooks-Cope has been leading the CPE program since then, and is currently assisting Rev. Leah Knox, Chaplain at Phoebe Berks, in becoming a CPE supervisor. Once Rev. Knox completes her supervisory training, Phoebe will be able to hold additional CPE classes, opening up the program to more students of ministry.

Rev. Knox explains that the best parts of the CPE program at Phoebe are the small class settings and group learning experiences. According to Knox, students learn to trust one another and risk being vulnerable together, which is important when becoming a chaplain. As Rev. Knox begins to teach more, she hopes her students "will not only learn the skills of pastoral care and ministry, but that they will come to know themselves more fully in the process—to grow in their emotional awareness, and to provide a calming presence in the midst of anxiety and stress."

CPE classes are taught in the Fall and Spring. For more information on the program, or to register for an upcoming session, please visit Phoebe.org/education/clinical-pastoral-education.

### Internships

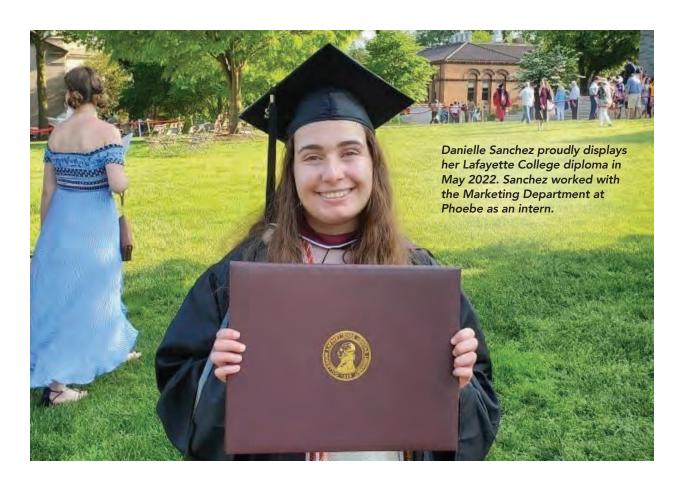
As Phoebe encourages current employees to continue to develop professionally, they are also on the lookout for strong talent to help fill open positions. One way Phoebe does this is by offering internships. College students can shadow and assist in departments throughout the organization, giving them valuable real-world experiences they will use after graduation.

Recently, the Marketing Department had the opportunity to work with a Lafayette College student, Danielle Sanchez, as part of their annual internship program. While interning at Phoebe, Sanchez wrote a feature for the *Messenger* about Rock Steady Boxing at Phoebe Berks, a program that helps older adults with Parkinson's.

"Writing about a boxing program that helps older adults with Parkinson's never crossed my mind," Sanchez says, "but it happened, and it was an amazing experience. It opened my eyes and imagination to all the incredible ways we can combine our seemingly unrelated interests into something beautiful and meaningful."

Sanchez graduated in May 2022 and is currently an Associate Editor for Brand at Paramount+. She credits her experience at Phoebe for helping her feel confident and to "take chances my senior year of college, especially while writing my thesis."

Across all campuses and departments at Phoebe, learning opportunities are always available. For more information about professional growth opportunities at Phoebe, please visit Phoebe.org/careers.



n increasing number of people are returning to their former employers in a career move that might seem surprising at first glance. Across the United States, these "boomerang"

employees, as they're called, accounted for 4.5% of all new hires in 2021—up from 3.9% in 2019.

Typically, these workers left their company under positive circumstances; for various reasons, they eventually decided to rejoin their former organization. Some may have left to fulfill caretaking duties. Others may have wanted to explore a different career path, but found that it wasn't the right fit for them. Still others may have left for personal reasons arising from the pandemic.

Many of these individuals are returning to the companies they left, and in some cases, even working for their former supervisors. The situation can be mutually beneficial. Workers are often able to secure a position with elevated responsibilities, while employers have the opportunity to bring back proven workers who can hit the ground running.

Phoebe has welcomed back a number of boomerang employees over the years. One of them is Connie Quier, who serves as the Community Life Lead on the Phoebe

Allentown campus. Her job is to schedule and manage daily enrichment activities and entertainment for the 280 residents who live at the Health Care Center and Miller Personal Care at 19th and Chew.

Quier previously served Phoebe for more than 11 years as a Community Life Coordinator at Richland and a Community Life Director at Wyncote. She returned as a boomeranger after working at another company in a similar role. "I always enjoyed working at Phoebe," says Quier. "I enjoy being with the residents and doing activities with them. And the Community Life staff has always been great to work with."

One of the things about Phoebe that Quier appreciates is the employee benefit package. "I was able to take Activity Director courses using Phoebe's tuition reimbursement, which got me the position at Wyncote as Director. The overall benefits are nice." Phoebe is proud to offer a comprehensive benefits package including health, dental, and vision insurance, generous paid time off, retirement plans, life insurance, and uniform allowances.

Kimberly Metz, Executive Director of Marketing and External Relations, returned to Phoebe's marketing department in 2020 after five years at a pharmaceutical marketing agency. Prior to that, she worked as Phoebe's Publications Coordinator.



"For me, coming back to Phoebe was a meaningful return to a nonprofit organization that I care about," says Metz. "It was also a step forward for me professionally. At my other job, I gained different kinds of management and marketing experience, and I'm using those skills to serve Phoebe in a greater capacity than I did before."

For Metz, the company culture was an important part of the draw to come back. "One thing I love about Phoebe is that the people who work here genuinely care about each other and the people they serve. I knew that the department I was coming back to was the right environment for me."

In 2009, Phoebe established a cultural initiative called Faith in Action. The program put a name to the company-wide culture of kindness and customer service that has been part of Phoebe's tradition since 1903. Faith in Action values include Accountability, Compassion, Ethical Conduct, Fruits of the Spirit, Integrity, Respect, and Stewardship. These values, which support positive, caring interactions, continue to be the core of the "Phoebe difference"—not only in providing compassionate resident care, but also in fostering good workplace dynamics.

Another boomerang employee is Matthew Rassler, Director of Information Technology. During his time away, he learned new skills using different technological systems, policies, and procedures. "I returned with more experience and ideas to improve technology here. It was helpful to see how another organization operated in different ways, which has allowed me to view various topics with a new perspective," says Rassler.

Rassler's return to Phoebe was influenced by his knowledge that "the need to grow and expand technology was recognized and appreciated by the organization." Phoebe's executive leadership team is always open to tech improvements that support organizational efficiency.

Whether a staff member is brand-new, a long-time employee, or a boomeranger, Phoebe recognizes the hard work and contributions of each individual. Working together, the mission to "enrich the lives of our seniors, their families, and the communities we serve" remains constant throughout the years.

For more information on employment at Phoebe Ministries, please visit Phoebe.org/careers.

# A VALUED MEMBER OF THE TEAM

# Phoebe Allentown CNA Jena Corvino Receives a 2022 PIA Scholarship

In March 2022, Jena Corvino, a Phoebe Allentown Certified Nursing Assistant (CNA), was named one of ten recipients of a 2022 Phoebe Institute on Aging (PIA) Scholarship. Corvino is just one example of a Phoebe employee and scholarship recipient who goes above and beyond both on and off the job.

Corvino started her career in nursing in 2001, working in peoples' homes and performing many of the caregiving tasks that nurses do. Ten years ago, Phoebe welcomed her as a per diem, then part-time, aide. When COVID-19 hit, a position opened up in Occupational Health. "It was perfect timing for me," says Corvino. Her son was about to graduate from high school, and Corvino had more time to devote to her own education. She decided it was time to pursue becoming a licensed practical nurse (LPN). She took the job in Occupational Health and enrolled at Penn State University.

Today, two years later, Corvino can still be found in the Occupational Health Office testing employees for COVID-19 and providing vaccines for staff. She has worked through outbreaks and all through the holidays to keep staff safe. "During the pandemic, when we realized that we needed assistance with COVID-19 testing for our employees, Jena did not hesitate to offer to assist," says manager Cherie Heffelfinger. "While others were reluctant to swab employees who might be infectious, Jena just donned her PPE and dove right in. When we needed assistance with fit testing, Jena learned to fit test. When we needed assistance with TB testing, vaccines, etc., Jena was always willing to assist."

Corvino is a single mom who works both at Phoebe and St. Luke's University Health Network. When asked how she works two jobs, goes to school, and raises a family, she admits she isn't sure herself how she is doing it, but her drive and dedication are no surprise to those who know her.

"Jena will make a wonderful nurse," says Debbie Kunkle, Administrative Assistant. "She is kind, caring, and very organized. She is always willing to help with whatever needs to be done."

"Jena very quickly became a valued member of the Occupational Health Team, and we are so thankful she was chosen for the PIA Scholarship," adds Heffelfinger.

The PIA expanded the Scholarship Program in 2021 to help Phoebe employees pursue a degree or certification. It's an investment in staffing that Phoebe and the PIA are proud to make available. Ten scholarships of up to \$1,500

are available to Phoebe employees each year through the PIA.

The Phoebe Institute on Aging was launched in 2001 to provide forums for discussion and learning, including educational programs, cooperative ventures, and outreach activities designed to promote improved quality of life and care for the aging and their families.

"I've learned to love the work. Once my son graduated, I knew it was time to pursue



Jena Corvino, Phoebe Allentown Certified Nursing Assistant (CNA).

nursing for real," says Corvino. "I now can align my education at Penn State with my education in the field. I can't express how much the scholarship means to me. It is such a big help—if I couldn't go to class because I couldn't pay, I don't know what I would do."

Corvino will become an LPN in December, and then pursue an RN to BSN degree. Heffelfinger and Kunkle hope that Corvino will continue to put her education to good use in Occupational Health at Phoebe.

"One bright spot during the pandemic was that the stars aligned, and Jena ended up with us," says Kunkle. "We are so grateful for all she has done for us."

To find out more about the Phoebe Institute on Aging and its programs, visit Phoebe.org/pia.

# Save the Date



# The Phoebe Institute on Aging (PIA) Conference Thursday, April 27, 2023 at DeSales University

This conference will have virtual and in-person components.



## Keynote Speaker: Ray "Boom Boom" Mancini

Ray Mancini, also known as Boom Boom, is one of the living legends of boxing. He is a member of the International Boxing Hall of Fame and the former WBA lightweight champion from 1982–84. Boxing was in Ray's blood, since his father was also an accomplished fighter. This inspired Ray to get started at a young age, where he had a 43-7 record as an amateur before making it to the highest levels of the sport. Ray fought in 34 fights, going 29-5 with 23 wins by knockout. He has been involved in various business interests since he retired from the ring. Ray tried his hand in Hollywood as a producer of several films, and has been a fight analyst for the FOX reality series *Celebrity Boxing*.

For further information or questions, please email events@phoebe.org, call 610-794-5132, or visit Phoebe.org/pia-conference.





# IN MEMORIAM: Midge Coker Phoebe Volunteer of 30+ Years

In August of this year, Phoebe Allentown unexpectedly lost one of our most dedicated and beloved volunteers, Harriet "Midge" Coker. For almost 34 years, Coker was an unstoppable force for good in the Phoebe Allentown Health Care Center. She answered any request, reorganized entire systems, and spearheaded large-scale events, all with grace and impeccable attention to detail.

Coker began her service to Phoebe in September 1998. "I dropped my daughter Lauren off for her first day of first grade, I walked out of the school, got into my car, and drove to Phoebe," she wrote. Her service began with the roving gift cart, rolling throughout the Health Care Center to offer supplies and goodies to the more than 300 residents on all three floors. During the summer, her daughter assisted. If a resident needed something that was not on the cart, Coker would buy it herself and deliver it.

As her knowledge and passion for Phoebe grew, Coker found opportunities to help with internal fundraisers and events that directly benefitted residents. By creating donor spreadsheets, streamlining ticket processes, and cultivating new business contacts—in addition to creating basket-wrapping stations—Coker helped transform Phoebe Allentown's Annual Basket Social. Her valued skills led to greater communitywide participation and more significant fundraising at the event, benefiting community life and Phoebe's resident activities.

"Midge had a fire in her that I loved," says Tara Kralik, Administrative Assistant for Institutional Advancement and Coker's teammate on the Basket Social Committee. "She always went above and beyond. It won't be the same without her."

Linda Plunkett, Administrative Assistant for Phoebe Allentown, who knew Coker for more than 20 years, says, "Midge helped me in countless ways... with small things like clerical tasks to huge things like our Annual Basket Social. She was more than a volunteer," explained Plunkett. "She was also my friend. She was one of the kindest and most selfless people I have ever known."

In 2007, Coker began volunteering every Wednesday at the welcome desk in the front lobby, helping everyone who walked in the door while simultaneously stuffing envelopes or labeling gift tags for the Phoebe resident Holiday Giving Tree.

Operation Santa, Phoebe's resident holiday gift-giving program, was run by Coker for the past seven years. A true organizer extraordinaire, she created detailed spreadsheets listing all the Health Care Center

residents and their specific wishes for holiday gifts. She sale-shopped yearround with individual seniors in mind and secured more than 200 gifts annually from one local business. She even wrote and distributed thank you cards for donors, and organized the reusable gift bags and boxes after the gifts were distributed, ensuring that everything was in place for the following year.

"Midge was Operation Santa!" exclaims
Bobbi-Jo Novogoratz,
Administrative Assistant
for Nursing in Allentown
and Coker's friend for over
33 years. "Midge always
gave 150% of herself in
whatever she was doing.
She will be missed by
everyone...employees,
residents, visitors, and
volunteers." In 2018,
Coker was honored by
Leading Age PA with the

Distinguished Service Award for Volunteer of the Year for the state of Pennsylvania.

When interviewed about her award, she said, "I've done lots of different jobs and worked on many projects. I've met so many people who became good friends. Thirty years later, I'm perched at the information desk almost every Wednesday. I think it's fair to say I love my job! And I love Phoebe!"

Sadness for the loss of Midge Coker was palpable throughout the Phoebe Allentown Health Care Center as volunteers and staff members wrapped the baskets for the 23rd Annual Basket Social in September. As Phoebe prepares for the holiday gift-giving season with Operation Santa, we will continue to mourn her loss, while also sharing joyous stories about her incredible smile and fiery passion for the seniors at Phoebe Allentown.



# Pathstones by Phoebe | CONTINUING CARE AT HOME

# Pathstones



by Phoebe ~ Continuing Care at Home

# What's Your Plan?

Life goes by quickly, and sometimes it's hard to imagine getting older and needing help doing the things one does on a daily basis. But the reality is that one will change if one is fortunate enough to age. The vast majority of older adults want to remain in their current homes as they age. However, most have not given a lot of thought about how to make their wishes become a reality. To age successfully at home, it's important to be proactive and have a plan. This plan should include home modifications, power of attorney agreements, advance directives, and a plan to pay for and coordinate care when needed.

Some individuals may feel they don't need a plan because they have a family member or friend who will provide everything they need. However, has thought been given to whether or not the person who will be providing the care is able to do so? They may have their own health issues, other obligations, or are unprepared to navigate the complicated healthcare system; not to mention the burden that caring for an aging individual can create.

Many individuals do not think about what care they may need until they are in a crisis situation with an immediate need for care. As a result, quality care options can be limited. This is especially true in the current longterm care environment, as workforce challenges have forced a reduction in care availability due to a lack of available caregivers.

Too frequently, older adults believe they have a plan because they have Medicare and possibly even long-term care insurance. Unfortunately, they may not have a clear understanding of how Medicare and long-term care insurance work. They do not understand the coverage limitations, requirements for payment, and out-of-pocket costs associated with these insurance plans.

Lastly, many individuals believe there is plenty of time to make a plan because they are still in good health. However, there are no guarantees of future good health. Unexpected health events happen. Planning when one is still in good health is the best way to ensure good outcomes when unexpected events and declines in

health, both physical and mental, occur.

Does putting a plan in place seem too overwhelming? The experts at Pathstones by Phoebe can help. Pathstones works with individuals to discuss their individual circumstances, concerns, and most importantly, their wishes on how and where they want to age. Pathstones is a plan for life, both when one is well and when one is at the end of life.

So what's your plan? Does it include all that it should? Not sure? Talk to an expert at Pathstones to discuss your plan, including a review of your long-term care insurance if you have it. Planning for aging is more than just having the financial resources to pay for care. Accessing and coordinating care also need to be a part of the plan. \$\mathre{a}\$

Talk to Pathstones today to discover what may be missing from your plan! Call 610-794-6700 or email pathstones@phoebe.org

# Phoebe Tees Off for Charity Care

The annual Phoebe Golf Tournament is the most anticipated event of the year for many Phoebe supporters. All funds raised during the tournament go toward the charitable care program—a critical part of Phoebe's mission. Through the generosity of our loyal friends and partners, Phoebe provides

residents and their families with the peace of mind in knowing they will always have a place to live if they run out of financial resources.

Phoebe's Executive Director of Philanthropy, Stacey Prohaska, emphasizes the fact that "more than half of our residents in skilled nursing rely on Phoebe's promise of charitable care. We are honored to be able to support these residents and are grateful to the many donors and sponsors who support them by competing in our annual tournament."

Over the last 14 years, Phoebe's Golf Tournament has generated nearly \$1.5 million to support charitable care. This

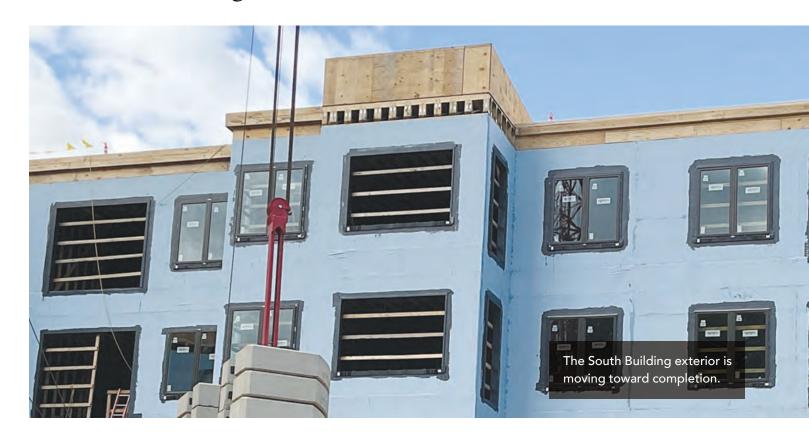
Sports enthusiasts and Phoebe Allentown residents Joe and Tony Kurtz were able to attend the golf tournament and gave a memorable speech at the awards dinner! The twin brothers enjoyed the beautiful weather and made new friends at the Tournament.

year, more than \$133,000 (net) was raised due in large part to the 221 golfers who attended, Tournament Title Sponsor Wohlsen Construction, and lead sponsors Morgan Stanley, Stevens & Lee, and Fitzpatrick, Lentz, & Bubba. Many other sponsors participated in the event by donating funds and time. Over 50 volunteers attended the tournament in 2022, assisting on and off the course. Thank you to all who enjoyed a day of golf for a great cause!

Information about tournament sponsors and winners can be found at Phoebe.org/golf. Once again, we thank everyone for their support and hope all who attended enjoyed their day. We can't wait to see everyone next year on Monday, August 14, 2023, at Saucon Valley Country Club.



# Chestnut Ridge at Rodale | CONSTRUCTION UPDATE



A summer of favorable weather has allowed construction to advance at Chestnut Ridge. Buildings, apartments, and amenities are taking shape as fall moves into winter and we draw nearer to our 2023 opening. Enjoy a glimpse of the construction progress at Chestnut Ridge.



CULTIVATED BY PHOEBE

# **CHESTNUT RIDGE CONSTRUCTION IS MOVING FORWARD**

IMAGES COURTESY OF WOHLSEN CONSTRUCTION









# Phoebe Pharmacists Help Vaccinate **Homebound Community Members**

Last spring, Phoebe Pharmacy worked with the Lehigh County Office of Aging and Adult Services to help vaccinate homebound individuals. Many of these community members had trouble finding available appointments for the COVID-19 vaccine. Though paramedics working in Allentown were able to assist city residents, they needed help to handle the demand coming from the surrounding community. The Office of Aging and Adult Services reached out to pharmacists in the general area to help administer the vaccines, and Phoebe Pharmacy was ready to take on the challenge.

Andrea Battler and Stephanie Jamiolkowski were two of the first pharmacists at Phoebe to volunteer, with others joining in soon after. They jumped into action to immunize as many people as possible. They coordinated their visits, mapping each route daily to make between 10 to 15 appointments a day. Even though they were as efficient as possible, there were challenges along the way. At the beginning of March 2021, the vaccines were not always readily available, which would delay visits. Coordinating with everyone's needs and schedules was also tricky. Many residents were homebound for a variety of reasons, which would often affect their mobility and, in some cases, left them immunocompromised. While each person's situation and needs were different, Battler and Jamiolkowski handled every visit with the care and professionalism Phoebe Pharmacy's clients have come to expect.

The experience was positive for both the pharmacists and the community members. When people were isolated in their homes, having a one-on-one connection with a dedicated and knowledgeable health care professional put their minds at ease. Jamiolkowski explains that the experience was "a rewarding connection for me. I enjoyed my time vaccinating and meeting everyone." Jamiolkowski still reflects on the fun and heartwarming moments of meeting pets and speaking to residents about their lives and their connection to the community. Residents were grateful for the help and care they received, and thought highly of the service provided by Phoebe Pharmacy.

Battler also enjoyed the opportunity to connect with people in the community. She spoke with each resident and answered all their questions about COVID-19 and the vaccine. Her knowledge and expertise helped people understand and find peace of mind in their situations. She is thankful that "...Phoebe had the ability and flexibility to help get people immunized in the community."

Today, the urgency for at-home vaccination is lower, but the service is still needed. Phoebe Pharmacy's dedicated and professional staff members will continue to answer the call.

Phoebe Pharmacy is a long-term care pharmacy that serves Phoebe Ministries' four Continuing Care Retirement Communities, as well as many other retirement communities in Southeastern Pennsylvania.

To learn more, visit PhoebePharmacy.org.

## PHOEBE 韓 PHARMACY



Andrea Battler, left, and Stephanie Jamiolkowski prepare to deliver COVID-19 vaccines to homebound individuals.

# **器Phoebe**

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