



COMMUNITY BRIEFING

November 29, 2022 • 2 p.m.

- **Good afternoon, Fowler Family!**
 - CEO Nicole Gann is traveling to a conference today; Jennifer Garland, Director at Jackson Living Center provided the briefing.
- **FOWLER UPDATES:**
 - Mask Updates
 - After thorough consideration and discussion with other providers in the Leading Age Texas Network, Juliette Fowler Communities is updating the mask-wearing policy in all licensed areas. As of 11/29/2022 the following will apply:
 - Masks are optional for teammates and visitors in all assisted living areas. This includes Junius, Flora and Worth Neighborhoods as well as the assisted living areas at FCA.
 - Surgical masks are to be worn in the Carroll Skilled Nursing Neighborhood by all teammates and visitors until further notice
 - Masks are optional in non-resident care areas in all licensed buildings for teammates and visitors. If you are in a common meeting area such as the chapel, breakrooms, or meeting rooms, you may wear a mask if you choose but are not required.
 - These new rules are in accordance with the most recent guidance from CMS and the CDC. The positivity rate for COVID-19 in Dallas County is currently at the moderate level. These rules may change should the positivity rate increase.
 - As always, if you have a serious health condition or are immunocompromised, we advise you always to wear a mask when on the Juliette Fowler campus and in highly populated public places.
 - If you have questions or concerns, please reach out to Lori Rice, Director of Clinical Services, at lorir@fowlercommunities.org or 214-515-1306.
 - Our new nighttime security is doing a great job patrolling.
 - One suggestion has surfaced; please be sure to confirm that the door properly closed and locked behind you. Also, do not prop external doors open for any reason.
 - Teammates, we want to remind you to check your PTO bank – any team member who has at least 80 hours of PTO may sell back hours at a rate of 75% your hourly rate. You must leave at least 40 hours in your PTO bank. Employees are permitted to sell back twice a year by December 15. It is our intent for team members to USE their PTO; however, if you have hours that will not be used by December 31, contact Erin by December 15 to complete the form needed to be paid for those unused hours.
- **UPCOMING EVENTS:**

- Wow, our December calendars are full! So many wonderful opportunities for friends and fun. Lots of holiday decorating will be happening over the next few days – everyone is welcome to deck the halls! Please be sure to get a copy of this briefing so that you can have a full list of all the happenings!
- This Saturday, 2-4pm, Dallas Service Forum will host their annual Holiday party in PNCC for PNCC residents
- Tuesday, 12/6, 2-4pm, Teammate Christmas Party at The Peak. In and Out Burger Truck will once again provide burgers and chips and there will be drawings for gifts – all teammates are invited! ALSO there’s a Christmas-themed Costume contest!
- Tuesday, 12/6, 4:30 pm, Schneider Chapel and Channel 6, Hunt Oil Singers will Christmas Carol – all are invited to join the holiday cheer.
- Wednesday, 12/7, 5:30-7pm, Family Christmas Celebration for Worth family, residents, and staff
- Wednesday, 12/7, 5:30pm, Woodrow Wilson High School Variations Singers, Schneider Chapel and Channel 6 – all are invited to enjoy this energetic performance in person or from the comfort of your living room TV.
- Thursday, 12/8, 5:30-6:30pm, Live Nativity and Hot Chocolate in Harwood Garden in front of Jackson Living Center for all residents and staff, presented by the Intergenerational Task Force and The Ebby House.
- Saturday, 12/10, Presbyterian Children’s Homes and Services will be hosting their foster families for a Christmas party at Means Activity Center from 10am-1pm. This party is not for Fowler residents or staff. We are thrilled to host this group in our space.
- Sunday 12/11, AWARE and BvB, two of our donor groups who support our dementia programming, will be Christmas caroling in PNCC between 4-6pm and then utilizing the Peak for their holiday celebration.
- Tuesday, 12/13, 1-3pm, FCA Christmas Party, Means Dining Room – FCA residents and staff invited
- Thursday, 12/15, 5:30-7pm, Family Christmas Celebration for Flora and Junius family, residents, and staff
- Thursday, 12/15, 5:30-7pm, Dallas Service Forum will host a Christmas party at The Ebby House for Ebby House residents
- Wednesday, 12/21, 2:30pm, Blue Christmas Service, Schneider Chapel and Channel 6. Blue Christmas (also called the Longest Night) in the Western Christian tradition, is a day in the Advent season marking the longest night of the year. On this day, we will hold a service that honors those who have lost loved ones and are experiencing grief.
- Saturday, 12/24, 2:30pm Christmas Eve Services, Schneider Chapel and Channel 6
- **NEW RESIDENT WELCOME:**
 - We are thrilled to announce our first resident has moved into The Peak! We will formally introduce the Peak residents in our next briefing
 - We are happy to welcome Louise K. to the Fowler Family. Louise moved to Jackson Living Center on November 1. Louise’s hometown is Oil City, Pennsylvania. Prior to retirement she worked as a physician assistant, wedding director, receptionist, and

Mary Kay consultant. She has 3 grown children, seven grandchildren and six great grandchildren. Her hobbies include spiritual studies where she has been leading group studies for over 25 years.

- **RESIDENT BIRTHDAYS:**

- We missed a few birthdays in November! Our apologies for not celebrating Gerry W. on 11/9, Louise K. on 11/14 and Bud H. on 11/23
- 11/29 – Clara G. (FCA)
- 12/1 – Jacqueline B. (PNCC)
- 12/2 – Barbara M. (PNCC)
- 12/3 – Marion L. (PNCC)
- 12/5 – Kathryn B. (FCA) & Charmaine T. (PNCC)
- 12/6 – Barbara W. (FCA) & Eva H. (JLC)
- 12/9 – Victor R. (FCA), Judy T. (FCA), & Gordon H. (PNCC)
- 12/11 – Mary K. (FCA) & Linda B. (PNCC)
- 12/12 – Deborah B. (FCA)

- **RESIDENT MOVE-IN ANNIVERSARIES:**

- 1 Year – Jewell J. (FCA), & Larry A. (FCA), & Beverly L. (PNCC)
- 2 Years – Katherine J. (FCA)
- 3 years – Gay Van W. (JLC), Barbara B. (FCA)
- 4 years – Ruth R. (JLC)
- 12 Years – Roscoe S. (FCA)

- **RESIDENT MEMORIALS:**

- Please remember the following residents and their grieving families in your prayers
 - Mary Toops finished her journey and has moved to her home in heaven. Mary came to PNCC Assisted Living earlier this year and passed away this week in the Worth Community. She was sweet, funny, and spunky. In the short time she was here, Mary touched many lives. She will be missed. Please remember Mary's family, friends, and staff in your prayers.
 - The Jackson Living Center family mourns the loss of Suzanne Starling. Suzanne took great pride in our community and was very active in the Grounds Committee. She recruited residents at every opportunity to help with the beautification of the campus. Most recently she served as Resident Council Secretary. Suzanne's big smile and sparkling eyes lit up the room. Suzanne was also active in the Dallas Historical community and was published and recognized for her historical work.
 - Betty Brunson passed away peacefully this past week. She is now neighbors again with her next-door neighbor Suzanne Starling. Betty loved Margaritas from Mi Cocina and was an avid sports fan. She will be greatly missed by all who knew and loved her.
 - This is the hardest part, and best part, about living in community – we mourn our friends and together we celebrate their lives and those who loved and cared for them.

- **SPECIAL ANNOUNCEMENT:**

- It is with mixed emotions that we announce that Reverend Venessa Harmel has accepted a call to pastor a church in Danville Indiana!
- We are thrilled for Venessa, yet we will miss her terribly.
- Venessa started at Fowler as an intern while at Brite Divinity School. At the onset of the pandemic when we found ourselves without a spiritual leader when we needed it the most, Ve stepped up and served first in an interim spiritual leader, and then as Director of Spiritual Life while she completed her studies. She has served us all as a member of the Executive Leadership team.
- Earlier this year, Ve was ordained as a pastor in the Christian Church (Disciples of Christ) and her heart has responded to the call to lead a church.
- We can recall the day during the pandemic when Nicole shared the story of Esther and the verse: Esther 4:14 “Perhaps you were born for such a time as this” and that verse inspired and strengthened us all to know that we were chosen to weather the COVID storm together.
- Venessa feels, as we all do, that she was chosen to be here during this time. Her gentle spirit, joy, love, and encouragement bolstered the Fowler Family during the COVID season that could have been one of despair, fear, and sadness.
- Ve taught us to find God in all things and we looked for Godwinks throughout those days. And the joy of the butterfly release will always be remembered – thank you Ve!
- Venessa’s season at Fowler will come to a close this month. Her last day at Fowler will be Christmas Day.
- Please join me in thanking Rev. Venessa and wishing her much love and happiness in her next season of ministry.
- We are working with Regional Minister of the Christian Church in the Southwest, Andy Mangum, in our search for a Director of Spiritual Life and to secure an interim minister to work with Chaplain Charles.

- **TEAMMATE TUESDAY – Erin Mason, Director of Human Resources**

- Happy birthday to Keyairria Hatton! Keyairria’s birthday was on November 27.
- Wishing Lisa Mumford, a happy birthday on December 6!
- Shrhonda Keys birthday is on December 8. Happy birthday, Shrhonda!
- Happy birthday to Charmaine Rogers! Her birthday is December 9.
- Wishing a happy birthday to Tonshala Adams! Tonshala’s birthday is December 10.
- Jackie Chandler’s 8-year anniversary at Fowler is December 1. Happy anniversary!
- On December 4 we celebrate Lawanda Vance’s 3-year anniversary. Happy anniversary, Lawanda!
- Happy anniversary to Dovie Bates! Her 10-year anniversary is on December 10.
- Shout out to Johnny Tilley for making a difference! Someone shared Johnny is always willing to make a difference. No matter what you ask of him, he always does everything with a big smile. Our floors at Jackson look amazing!
- Janette Boutte’ shared a shout out for Michael Swan. She shared, “no matter what time of day or night, Michael will answer. If he doesn’t, he will call or text back. Mike has gotten out of bed many nights to fix or help our residents as well as assisting staff. He is

a hard worker and takes pride in his job!” Beth Gardiner shared, “ Michael is always there for us no matter what we need him to do or when we need it done. Michael is our get it done guy”.

- A shout out goes to one of our new teammates, Tonshala Adams for pursuing excellence in her commitment to her job. Tonshala works double weekends in AL at FCA. When her transmission went out on her car, she contacted Sanurette to inquire if she could spend the night in E101 and sleep on the floor. She was concerned about getting to her job on time at 7am due to the bus.
- A shout out to the entire team at FCA. During this time where we have a few vacant positions, they have banded together and stepped up to the plate.

- **DIVERSITY, EQUITY AND INCLUSION SHARED STORY – Erin Mason**

- On December 3rd, we’ll celebrate **International Day of People with Disabilities!** This annual observance was established by the United Nations in 1992 to support people with disabilities, their rights and well-being. The importance of this observance is highlighted by the statistic of over one billion people living with some form of disability.
- This year’s theme, “Innovation and Transformative Solutions for Inclusive Development” focuses on how assistive technologies can increase accessibility to employment, and how innovations, and good practices reduce inequalities in both public and private sectors.
- Every year this global observance is a new opportunity for communities to create a future where people with disabilities experience equal opportunity to live their lives to the fullest, and achieve their goals in a barrier-free world.
- Resources: www.fema.gov/blog/international-day-people-disabilities-december-3; World Health Organization/World Bank [World Report on Disability](#)

- **PRAYER – Reverend Charles DeCuir**

- **Make it a great day on purpose!**

COVID-19 Mental Health Support Line 24 hours a day, 7 days a week toll-free at 833-986-1919