



THE CLARE

CONNECTION

FALL/WINTER 2021 Issue 221

LETTER FROM KYLE



Kyle Exline, Executive Director



THE CLARE

Gold Coast Retirement Living Your Way

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*"As of today, we are in a fantastic position
with our recruitment and retention efforts,
and we are fully staffed in every department."*

It's hard to believe we are yet again approaching the end of the year. As the COVID-19 pandemic still lingers in our day-to-day lives, we continue to deal with a changing world outside of The Clare. The labor market, in particular, has become extremely difficult to navigate, and we have had to make many adjustments to ensure we can retain current employees and recruit new ones. Halfway through the year, we increased wages for our nurses, nurse assistants and EMTs. All hourly employees will receive a 3% pay increase on January 1, as well, and they will be eligible for another 3% merit increase on their annual evaluation date. In total, we have spent nearly \$1 million to increase our employees' wages. The purpose of this spending is to remain competitive in the market. As of today, we are in a fantastic position with our recruitment and retention efforts, and we are fully staffed in every department.

Given this focus on our employees, I was thrilled to receive the news that The Clare was recognized as a Top Workplace from the Chicago Tribune! The honor was bestowed upon only 200 companies in the Chicagoland area, and it is based entirely on employee satisfaction surveys completed by our employees. For years, The Clare has maintained low employee turnover and a highly engaged staff. This achieve-

ment during a pandemic reinforces that we are moving in the right direction of being an employer of choice.

Whenever I discuss the labor market and employee satisfaction, residents often ask: "What can we do to help?" The number one reason we retain such tremendous employees is because they enjoy working with you. The Clare feels like home to them, and they are proud of where they work. This happens because you treat them with respect, pat them on the back and give encouragement when you see it is needed. I can't express enough how helpful that is, because it makes The Clare a real community. What's more, The Clare Foundation and The Clare Gift Trust continue to provide our employees with amazing benefits. The tuition and computer assistance programs and the annual holiday gift are excellent examples of how residents can and do help. I encourage you to consider these programs in your yearly donations.

As always, thank you for your continued support. The Clare is a great place to live and work, and we are ready to tackle whatever 2022 brings our way! ☺

Kyle Exline

NEWS FROM YOUR COUNCILS & COMMITTEES



Resident Advisory Council

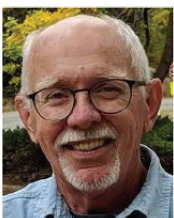
JOHN CLUM | President

We are happy to see so many residents attending the Resident Advisory Council meetings each

month in the newly renovated Oxford Room to listen to the proceedings, ask questions and voice concerns. We always appreciate and encourage your feedback.

All committees are actively at work on various projects. The Green Team, a subcommittee of the Facilities Committee, has created better signage for the trash and recycling rooms. The Hospitality Committee continues to help orient new residents, and Life Enrichment serves as an important source of programming suggestions for Emily Delaney, Director of Resident Experience. Further, the Health and Wellness Committee has helped to establish a grief support program. And thanks to the Dining Committee, there is now much more variety and better quality of products in the Marketplace on the 9th floor.

All of this is to say that the Resident Advisory Council remains active and proactive as we approach a livelier holiday season than we experienced in 2020. Here's to another wonderful year ahead at The Clare! 🍷



The Clare Charitable Foundation

DAVE ANDERSEN | President

The Clare Charitable Foundation continues to provide grants to employees of The Clare and their children/grandchildren to further their education. As of November, 11 employees had received grants of up to \$1,000 for their own schooling, and 11 had also received grants for eligible children and grandchildren. What's more, this is the first year that preschool children were deemed eligible to receive grants.

Amid the pandemic, the Foundation also initiated a grant program to provide funds for computers to employees to support them and their loved ones for e-learning and at-home assignments. The Foundation extended this program and has made 5 grants of \$300 each so far this year.

Contributions can be made to these scholarship funds at any time. Remember that donations to The Clare Charitable Foundation are tax-deductible. 🍷



Life Enrichment Committee

BECKY DAVIDSON | Chair

The Clare has reopened, and Life Enrichment opportunities increased significantly as a result. Recent popular outings include visits to ethnic

grocery stores, museum trips and various tours and exhibitions. Within The Clare, physical fitness classes remain an important part of our daily routines, and The Clare Summer Games turned out to be a wonderful event that all participants enjoyed. What's more, performances from the Chen Quartet as well as resident Roger Darley are always welcome entertainment. Overall, it is delightful to see the ways in which residents are embracing the many ways to get involved in our community. 🍷



Health and Wellness Committee

MARK SCHWARTZ | Chair

The Health and Wellness Committee has several exciting announcements. First and foremost, The Clare has hired on the entire team of therapists, who were previously employed by a third-party agency. The Clare's therapy program includes physical therapy, occupational therapy, speech therapy and respiratory therapy, and it is open to all Independent Living residents.

Meanwhile, Fitness Manager Kim Chalekian has introduced several new programs for residents to build their strength and improve balance. For example, she leads walks in Chicago neighborhood, and she also sponsored a "Fall into Fitness" series that focused on fall prevention. In December, she is leading the 12 Days of Fitness, in which daily workouts will be based around popular holiday songs.

Another item of note is the completion of the Wellness Center renovation, which involved new equipment and the addition of a waiting area. Finally, and most importantly, The Clare had zero deficiencies in both skilled nursing and assisted living during the community's annual survey with the Illinois Department of Public Health. A rare feat! 🍷



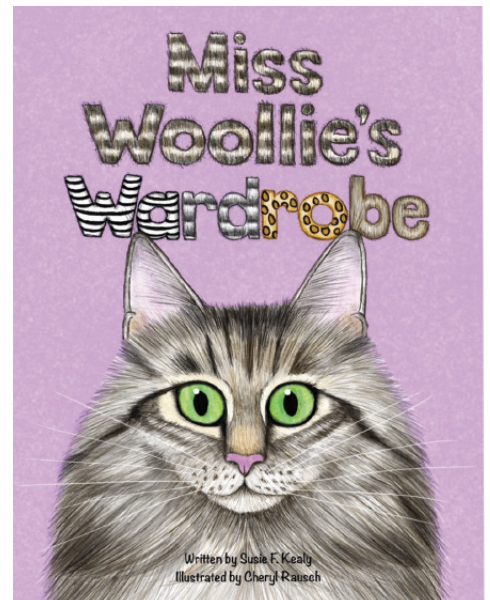
Resident Jack Jennings recently finished writing his play, *Girlie*, inspired by a series of letters unearthed at the home Jack and his husband, Steve Molinari purchased in 1974 in Washington, D.C. When the couple moved to The Clare in 2017, they rediscovered the letters, which were from a married woman and her lover in the 1920s. Jack will present *Girlie* in December with a table reading at The Clare. ☺



Residents HD and Beth Mitchell celebrate Oktoberfest at The Clare, complete with a full German feast including pork schnitzel, spätzle, sauerbraten, black forest cake, and more. ☺



The Clare Fitness Team led residents Bob Day, Marie-Luce Parker, Jo-Ann Michalak, Sally Park, Rich Kaczmarek, Judy Blunck and Roberta Weisberg on walk throughout the neighborhood for the 2021 Clare Turkey Trot. They warmed up afterward with a hot chocolate! ☺



Resident Susie Kealy officially published her children's book, *Miss Woollie's Wardrobe*, inspired by a dream she had about her cat. Susie will host a book signing at The Clare in December. ☺



After over a year without travel due to the COVID-19 pandemic, residents are once again venturing abroad! 🌍



Sally and Mark Schwartz took a trip to Spain in September. Here, they are pictured in Parc Güell in Barcelona.



Mark Schwartz poses with an ox near Loiola, the Basque town where St. Ignatius of Loyola was born.



Sally Schwartz learns to sauté fresh anchovies at an eating club in San Sebastian in the Basque country.



Chris Lyon, Linda Chinn, Suzanne Turner and Sheila Rock took a cruise around the Mediterranean in November, beginning in Athens and making stops in Rhodes, Sicily, Barcelona and more.





The Clare Earns Top Workplaces Recognition From Chicago Tribune

*T*he Clare has been awarded a Top Workplaces 2021 honor by The Chicago Tribune Top Workplaces, one of only 200 companies in the Chicagoland area to earn the title.

The recognition is the direct result of employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage, LLC. More than 80 employees responded to the anonymous survey, which measures 15 culture drivers, such as alignment, execution and connection, among others.

"This is one of The Clare's most significant accomplishments throughout our history, especially considering that we're a health care provider continuing to navigate the COVID-19 pandemic and the overall state of labor today," says Kyle Exline, Executive Director at The Clare. "I'm incredibly proud of and grateful for our employees."

A record-breaking 295 companies completed the survey for 2021, as compared with 185 in 2020. This was the first year The Clare sought nomination for inclusion on the Top Workplaces list.

Overall, The Clare ranked 89 among small organizations with fewer than 250 employees.

"We always say that our greatest asset is the people who work here," Kyle says. "The fact that our employees recognize The Clare as a place where they enjoy working only adds to the positive, supportive atmosphere here. It's a great community to live and work."

The award comes as The Clare is now 20 months into the pandemic that has severely impacted seniors and retirement communities. Through the countless policy changes, service interruptions and innovative approaches, the employees at The Clare remained steadfast. Their commitment and care have been tremendous factors in the community's success in staving off the virus and protecting the residents.

"Taking care of our employees has been a priority throughout the pandemic, and their health and safety is of paramount concern," Kyle says. "This award tells us that we're still moving in the right direction during unprecedented times." ☺

"We always say that our greatest asset is the people who work here."

~Kyle Exline



"Taking care of our employees has been a priority throughout the pandemic, and their health and safety is of paramount concern"

~Kyle Exline



AROUND THE CLARE



Bob and Marilyn Day



Sue Lopatka



Judith and Dick Podmore

Residents enjoyed an end-of-summer treat when the Rainbow Cone truck stopped by The Clare in September!



Bob and Linda Brooks

Around Chicago

From market trips and garden tours to art exhibitions and musical performances, there is never a shortage of opportunities for residents of The Clare to explore Chicago. 🍷

THIS IS NOT
A PHOTO
OPPORTUNITY



Tom Michalak,
Catherine Keebler
and Sue Brown

The Art of Banksy



Jo-Ann Michalak and
Roberta Weisberg



Roberta Weisberg and Joyce Johnston



Edith DeMar, Roberta Weisberg,
Tom Lawson, Lisa Lawson,
Claudia Boatright and Linda Shakno

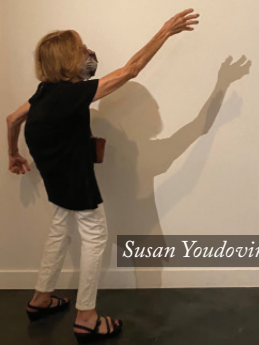


Joyce Johnston, Jo-Ann Michalak
and Tom Michalak

Uncommon Ground



Susie Kealy, Tom Daly, Joanne Daly,
Cliff Terry and Pat Terry

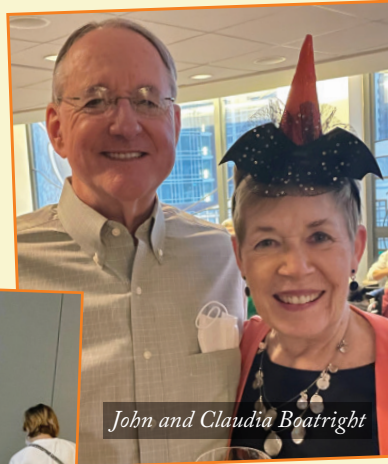


Susan Youdovin

Halloween



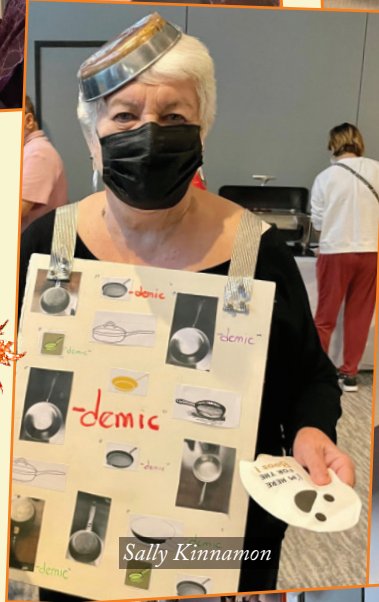
Harlean Barth and Carolyn Driscoll



John and Claudia Boaright



Karen Banbidi



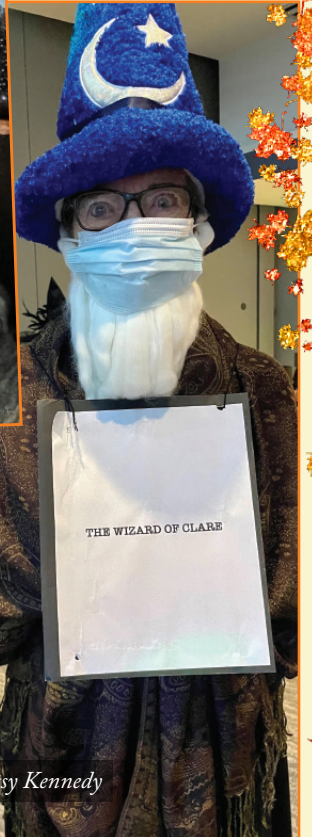
Sally Kinnamon



Virginia Wolff



Joan and Bob Arzbaccher



Betsy Kennedy



Rose Kao and Sally Park



The Clare Raises Over \$100K for Alzheimer's Association

Year after year, The Clare sets and surpasses fundraising goals for the Alzheimer's Association leading up to the annual Walk to END Alzheimer's, the nation's largest event to raise awareness and funds to fight Alzheimer's disease.

In 2021, The Clare raised over \$15,500 in support of the Alzheimer's Association and their vision of a world without Alzheimer's disease and related forms of dementia. This means that since 2013, The Clare has donated more than \$100,000 to this important cause.

"We have the honor of working with residents and their families that have Alzheimer's disease or related dementias," says Joanne Malleta, Director of Resident Health Services at The Clare and leader of the community's Alzheimer's Association fundraising efforts. "The Alzheimer's Association is invaluable to those going through this disease, with support groups, a 24-hour help line and much more. Our team is dedicated to their vision and providing Alzheimer's care in Chicago."

Throughout September, residents and employees alike had the opportunity to participate in various events geared toward fundraising for the Alzheimer's Association. During a silent auction happy hour, for example, residents bid for experiences like an exclusive dinner with The Clare's Executive Chef Hagop Hagopian or an evening at the Magic Parlour at Chicago's historic Palmer House. This yielded significant donations to kick off fundraising, as all winning bids go directly to the Alzheimer's Association, and ultimately Alzheimer's care in Chicago and beyond.



Dick Podmore, Rich Kaczmarek, Roberta Weisberg, Bev Shapiro, Emily Delaney (Director of Resident Experience) and Jay Tunney participate in The Clare's resident-only 5k walk.

Additional donations stemmed from a 50/50 raffle and a Penny Wars Challenge, where residents distribute their spare change to the jar of specific team members at The Clare. This year, Dan Rogers, Area Director of Finance, received the most donations and was tasked with climbing all 53 flights of stairs at the community. He was joined by Michael Plowman, Director of Human Resources, who won the 2020 Penny Wars Challenge. Meanwhile, employees made donations and enjoyed an ice cream sundae bar in exchange.

"I am inspired by the generosity displayed by everyone in the community," Joanne says.

Rounding out The Clare's fundraising events and pushing donations above the \$100,000 milestone was a special resident-only 5k hosted by the community. This took place ahead of the official Walk to END Alzheimer's on Saturday, October 8 at Soldier Field, which residents attended, as well.

"Every dollar and every person make a difference," Joanne says. "Here is to \$100,000!" 🍷

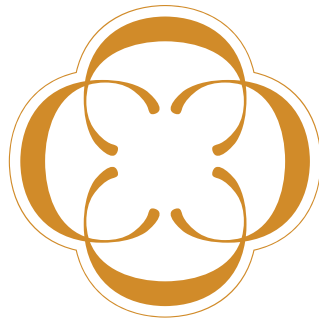
*"Our team is dedicated to
their vision and providing
Alzheimer's care
in Chicago."*



*Dan Rogers, Area Director of Finance
and Michael Plowman, Director of
Human Resources pose after climbing all
53 flights of stairs at The Clare.*



*Rich Kaczmarek, Joanne Daly, Tom Daly,
Suzanne Turner and Roberta Weisberg attend the
official Walk to END Alzheimer's at Soldier Field.*



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