



Wesley Woods Senior Living, Inc.

Our Employee Newsletter Needs A Name!

June, 2007

Volume 1, Number 1

Mission: To help people age in healthy, affordable and ethical ways.

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A Message from Ken Weber President & CEO

This first publication of the new employee newsletter of the Wesley Woods retirement communities is intended to share stories of our employees as well as information about what is happening in our retirement communities and our larger organization. We are all bound together by one common goal, our commitment to providing quality services to our residents that will enrich their lives as they confront the challenges of aging. Our goal can only be reached if each employee does their best to provide the highest quality of service with compassion and respect for our residents at our Wesley Woods retirement communities.



In order for this newsletter to be successful, we need you to make suggestions of stories about your retirement community's employees and activities. I encourage you to submit those articles to your supervisor or manager so that the story can be developed and submitted. I sincerely hope that each of you will read our newsletter and make suggestions for stories.

In closing, you may have noticed that our newsletter needs a name. I encourage you to think of a catchy name and submit it for our contest. The winner will receive a prize and the name will be used on our future newsletters. We look forward to receiving your suggestions.

NAME OUR NEWSLETTER CONTEST ...

Good with words? Be the winner of our contest to name this newsletter by submitting your suggestion in one of the following ways to Linda Sharp, Executive Assistant to the President: email: linda.sharp@emoryhealthcare.org; telephone: 404-728-6231; or fax: 404-728-6214. The winner will receive a portable DVD player!

*Please visit www.wesleywoodsinc.org or contact the WWSL office at 404-728-6231
for additional facility information*

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Wesley Woods Senior Living, Inc. (WWSL), the component of Wesley Woods that provides retirement housing and services, is dedicated to providing quality housing, health care, community based and other related services for older Georgians. WWSL's vision is to be recognized as the leading system of geriatric care and retirement communities in the Southeast region, differentiated by discovery, innovation and services that exceed public expectations.

This is an electronic newsletter that will be emailed to your Administrator periodically during the year to provide for you, to keep us in touch with each other. Our goal is to better connect our retirement communities throughout north Georgia and to provide information from employees, administrative and leadership staff for everyone involved with making Wesley Woods Senior Living, Inc. a premiere senior housing organization.

EMPLOYEE NEWS

We are focusing on what employees are doing in their work, for their community and in their personal lives (vacations, family events like new additions such as children, grandchildren, weddings, graduations) and other events here.

Want to recognize a friend or co-worker who has really worked hard to accomplish a difficult task for your retirement community? Please let us know for this section. A description of that person's accomplishment/s should first be reviewed with the person you wish to recognize.

We would love to include any photo you can send electronically or have it scanned and email it to linda.sharp@emoryhealthcare.org.

Mary Walling of WWSL Financial Services drove with her family and grandchildren to Dollywood near Gatlinburg, Tennessee in early April. Dollywood is celebrating a "Festival of Nations" and Ireland was the featured country during Mary's visit. They saw a film and demonstrations showing how tap and other dance shoes are made and then saw an hour dance show which included singing songs like "Oh Danny Boy" and authentic Irish fiddle playing. She learned that some Irish children begin learning the native folk dances as early as two years old. "What I really appreciated about being there was the laid-back, friendly attitude of everyone at Dollywood," Mary commented, "my grandson was very quiet and attentive during the entire dance show, which really surprised me!"

Retirement Communities

**Asbury Harris
Epworth Towers**
404-344-9400
Gladys Clay Butts
Administrator

**Branan Lodge &
Wesley Mountain
Village**
706-745-5565
Richard Smith
Administrator

Branan Towers
404-622-5471
Jeri Boland
Administrator

**Lanier Gardens &
Talmage Terrace**
706-546-1480
Teresa Tabor
Executive Director

St. John Towers
706-722-2096
Greg Capers
Administrator

**Wesley Woods of
Newnan-Peachtree
City**
770-683-6833
Richard Zechiel
Executive Director

**Wesley Woods
Towers**
404-728-6600
Joyce Wilson
Administrator

EMPLOYEE RECOGNITION...



Debbie Ward
Administrative Services Coordinator
Branan Towers, Atlanta, Georgia

Debbie Ward processes new residents into Branan Towers, verifying their finances and other information and submitting information to the government for financial assistance.

CONGRATULATIONS to Willie and Tawanda Jones on the birth of their first child, Aaliyah, on April 15, 2007. Willie is WWSL's new Disbursement Manager.

"A DATE TO REMEMBER"

by Gladys Clay Butts, Administrator
Asbury Harris Epworth Towers

A date that will be placed in the Asbury Harris Epworth Towers history book is April 4, 1977. the date **Mrs. Johnnie Mae Reid** was hired as a housekeeper when the facility was called "Epworth Towers". The Towers had only been open for six years and Johnnie Mae, as we lovingly call her, became the confidant of all the staff. Johnnie Mae used her acting abilities during the plays provided by the staff during the holiday seasons. We will never forget the Thanksgiving play, Johnnie Mae was to cook the special "Turkey", Mr. Weber, for Thanksgiving or the time when we had a costume party and Johnnie Mae came dressed as the "Mother of the Church" blessing everyone. Those were fun times.

During the 1980s the name of the facility was changed to Asbury Harris Epworth Towers. The facility integrated and the residents lived together as one, had three resident marriages, stopped providing a meal program, and began converting efficiency apartments into one-bedroom units but one thing remained constant, Johnnie Mae. She continued to come to work in the midst of all the changes with a smile on her face and a song in her heart at 6:30 a.m. during rain, sleet or snow. She would cook special dinners for the staff which included her famous recipes for fried chicken, macaroni and cheese, sweet potatoes, collards greens, corn bread and her special pound cake. She cooked enough for an army.

Johnnie Mae knew the family members of each staff person by name, we prayed together during the hard times, celebrated the births of new family members and she provided comfort during times of loss. She was the elder of the group but had the youngest spirit among us. She was always the last person on the dance floor during the staff parties.

Johnnie Mae provided **thirty** years of service, love and compassion to staff, residents, family members and guests without ever a complaint. She is now seventy-five years of age and it's time to relax, travel, work in her garden and continue to serve the Lord. We will miss Johnnie Mae but she has left a lasting imprint on the hearts of the staff, residents and the Wesley Woods organization.



Johnnie Mae states, "coming together is a beginning, staying together is progress, and working together is success."

Classy Test Drivers from Lanier Gardens•Talmage Terrace Raise Money for Komen Breast Cancer Foundation



Lauri Ann, Jane, Melissa, Nancy, Teresa

Teresa L. Tabor, Executive Director and staff of **Lanier Gardens•Talmage Terrace** in Athens, Georgia, participated in a national event, the 11th Annual BMW Ultimate Drive. The drive raises money for the Susan G. Komen Breast Cancer Foundation.

Participants of the drive can take the wheel of one of 38 BMW's; for each mile driven, BMW donates \$1 to the foundation. The titanium silver BMWs will stop at 237 BMW Centers nationwide. Teresa and her staff enjoyed participating in this worthy fundraising event and look forward to greater participation in 2008! Participants from left to right: Lauri Ann Brooks, Jane Anderson, Melissa Cordell, Nancy Hartlage, Teresa Tabor.

Leadership Information . . .

This area will be for messages from executive staff, when there is information of interest to employees of WWSL.

Ken Weber and Adair Maller were among the celebrated WWSL executive staff featured at the United Methodist Association's 67th National Convention in Boston, MA this past March. Ken was awarded the Older Adult Ministry's Administrator of the Year and Adair was asked to give a presentation regarding her Human Resources work that was recognized and commended during the last UMA EAGLE Accreditation process in December, 2006. Gladys Clay Butts, Joyce Wilson, Jeri Boland and Dick Zechiel were our administrators in attendance to celebrate their success. The temperature in Boston during that time reached 6 ° F! Many thanks to those of you who submitted photos for Ken's recognition, one of which mysteriously posted itself on our break room door!

The Administrators' meeting held March 27th went very well and covered a lot of ground. Service Coordinators participated in an educational class on late-life depression at the Fuqua Health Center on the Wesley Woods campus.



**Administrators Meeting
Houston Administration Building**

Joyce Wilson and Teresa Tabor

PERFORMANCE ADVANTAGE LEADERSHIP TRAINING AT SIMPSONWOOD

By Greg Capers, Administrator
St. John Towers



Wesley Woods Senior Living managers attended the HR meeting covering Performance Advantage Mid-cycle Reviews and a session led by Dr. Marilyn Buckner of National Training Systems on employee coaching, entitled "*Leading for Results with Coaching and Feedback*". The training at Simpsonwood, the United Methodist retreat in Norcross, gave WWSLI managers good overviews on policy regarding employee

**Ellen Miller, Ken Weber, Kevin Pratt, Adair Maller, Mike Noles
WW Towers WWSL WW Towers WWSL WWNPC**

reviews and performance evaluation as well as an interactive session designed to improve communication between employees and managers.

Adair Maller, WWSLI Human Resources Director, gave an overview of managers' responsibilities related to mid-year employee reviews, entitled *Performance Advantage for FY07: Mid-Year Check, Performance and Engagement*. The reviews are designed to be positive tools for both recognition of high performance and opportunities for improvement. Wesley Woods will continue to use the on-line Emory Healthcare Performance Advantage system, which connects job performance with compensation. The mid-year reviews offer an opportunity for managers to clearly state goals and for employees to understand expectations. Designed to be a positive tool, Performance Advantage helps staff and leadership understand WHAT employees accomplish and HOW employees accomplish goals. Our management team had a good day of training, reunion and review.



Joyce Wilson, Donovan Chambers, Melissa Cordell, Richard Aquino, Linda Sharp, Jane Anderson (hidden), Nancy Hartlage, and Greg Capers pose in front of the unique door to the Rollins Center at Simpsonwood.

A Message from Adair Maller, Human Resources



Director, WWSL HR

We value your opinions at Wesley Woods Senior Living! And we will formally ask for your feedback in a company-wide employee survey this summer. Emory Healthcare has once again hired The **Gallup Organization**, an independent consulting company, to conduct a system-wide employee survey. We conducted a similar survey in 2005 and this re-survey will give us a chance for you **to tell us what you think** about your work environment and compare this to what you told us in 2005. Be on the lookout for more information.

The Human Resources Department is working with Emory Healthcare and Emory University on an automated applicant tracking system which will be used in all of Emory and in the retirement communities. This system, through a vendor named **Kenexa**, will be a web-based tool for requisition management, job posting and applicant processing.

Kenexa will allow applicants for employment at Wesley Woods Senior Living, Inc. to access a website gateway set up on our website www.wesleywoodsinc.org to review job postings and apply for jobs. This site will also provide access to employment opportunities at Emory Healthcare and Emory University. The target date for this new system is July 9, 2007.

Service Awards will be given to employees April and May of this year in recognition of employees who had 5, 10, 15 and 20 year milestones in 2006. These employees are listed below:

First Name	Last Name	Years	First Name	Last Name	Years
Vernon	Patterson	20	Linda	Sharp	5
Eula	Towns	15	Vanessa	Green	5
Luci	Harrington	15	Suzanne	Dyke	5
Myrtis	White	10	Sebrina	Mitchell	5
Kathy	Adams	10	Gladys	Hall	5
Barbara	Hack	10	Brenda	Carter	5
Anthony	Wood	10	Effie	Cotton	5
Kenneth	Wright	10	Louie	O'Neal	5
Ronald	Hicks	10	Cynthia	Jones	5
			Octavia	Williams	5

Deadline for Performance Advantage Reviews: June 17, 2007

A Message from Micki Begitschke, Financial Services



CFO, WWSL

Groupwise transition to **Microsoft Exchange Server 2007** will begin May – August, 2007, to enable Emory University employees' email to better coordinate with Emory Healthcare email, by using the same service. This change should not effect email with our residential communities.

A Message from Lillian Darden, President Foundation of Wesley Woods



Employee Giving Campaign 2007

The Foundation of Wesley Woods would like to thank all of our fine staff members for the outstanding care they give to our residents and patients every day. Wesley Woods would not be possible without our dedicated staff members. We also thank them for their generous contributions to the Foundation of Wesley Woods. It is not too late for employees to give to the Employee Giving Campaign for 2007, and employees can give to the Foundation through payroll deduction.

RETIREMENT COMMUNITY EVENTS ...

We will print events that have occurred or are scheduled for your retirement community in this area each issue. Please submit information regarding events such as facility anniversaries, annual fundraisers, new wing additions, refurbishments, holiday parties (photos welcome!) to keep us all in the loop. If it is a time-critical announcement, please call Linda Sharp at 404-728-6231 to discuss, since this is a quarterly publication.

WESLEY WOODS OF NEWNAN-PEACTREE CITY HOSTS OPEN HOUSE/HEALTH SCREENINGS & INTERANTIONAL FOOD TASTING

Wesley Woods of Newnan-Peachtree City (WWNPC) sponsored an extraordinary community Open House, Health Fair and International Food Tasting event for its residents, family members, professional referral sources, vendors and neighbors from all surrounding communities to help celebrate and tour the community's \$11 million dollar expansion project.



As a public service, WWNPC offered free skin cancer, blood pressure, blood sugar, diabetic, orthotic and better balance screenings for all attendees. A string quartet offered musical entertainment and an International Food Tasting Festival helped guide and encourage all attendees to visit the property's new areas. More than 500 people attended the event which was held on Saturday, April 21, 2007 from 2-5 pm.

WWNPC's new Skilled Nursing Unit now has 23 private units. The renovations included converting the previous skilled nursing units to assisted living apartments and suites, and enlarging The Plaza lobby and reception areas, providing a more welcoming atmosphere for residents, family members, and guests. The assisted living dining room is larger; and there are a new arts and crafts room, a new meditation room, plus a new employee break area.

Wesley Woods Center

Wesley Woods Towers

The exterior of Wesley Woods Towers is undergoing a face lift. The entire surface, including the windows and concrete are being cleaned, re-caulked and waterproofed. When the work is completed, Wesley Woods Towers will look as new as the day it opened.