

# Legacy

Investing Today to Impact Tomorrow



## A Year of Hope

I trust that the end of the Public Health Emergency will be a catalyst that brings positive changes to the Grand Traverse Pavilions. I hope to see activities, staffing, census, community and volunteer engagement all flourish throughout the year.  
-Rose Coleman, CEO/Administrator

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# A Grand Mission



The mission of the Grand Traverse Pavilions is to provide accessible, trusted and compassionate care that enhances quality of life for aging adults. As the region's first and only public nonprofit full-spectrum of care, the Pavilions features:

- Long-term Skilled Nursing Care
- Short-term Rehab
- The Wellness Center: Inpatient and Outpatient Therapy
- The Cottages: Independent and Assisted Living
- Overnight Respite and Adult Day Services



Among the top employers in Grand Traverse County with over 300 employees, The Pavilions injects more than \$30 million into the local economy making a significant economic impact in our community. Grand Traverse Pavilions has operated financially self-sufficient for over 30 years and does not rely on allocation of county general funds or an operational millage while providing \$4.4 million worth of charitable care annually to some of the area's most vulnerable citizens.



With residents, participants, therapy patients, volunteers, and staff, Grand Traverse Pavilions is more than just a nursing home. It's a grand community of caring for generations.

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Legacy is a publication of the Grand Traverse Pavilions Foundation. If you no longer wish to receive mail from us or to change your contact information please contact Clayton Wagatha at [crwagatha@gtpavilions.org](mailto:crwagatha@gtpavilions.org) or call (231) 932-3019.

We would also love to add you to our email list. Please share your email with us so we can keep you better informed of what's happening here at Grand Traverse Pavilions.

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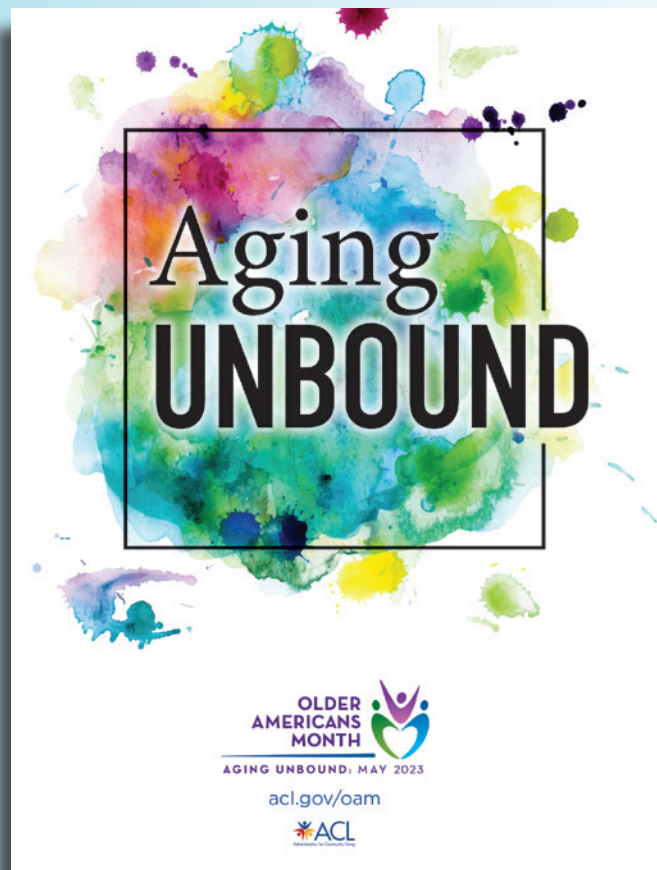
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# A Year of Hope

The Pavilions has faced unforeseen changes and challenges since the Public Health Emergency (PHE) related to COVID-19 was declared at the start of 2020. Our residents, staff and community have been greatly impacted by the PHE. I find great hope for positive change now that the Biden Administration has announced the end of the PHE, effective May 11th.

At the start of 2020, the PHE closed our doors to family and the community. The PHE brought along a vaccine mandate, COVID testing requirements, personal protective equipment and masking requirements, many new healthcare guidelines and visitor restrictions. Resident activities and communal dining also came to a halt. All of these challenges were truly unimaginable prior to 2020.

I trust that the end of the PHE will be a catalyst that brings positive changes to the Grand Traverse Pavilions.



Rose Coleman, CEO/Administrator

The Pavilions yearn for our residents to be able to engage with their family members more regularly and to experience enjoying meals with their families' once again.

I hope to see activities, staffing, census, community and volunteer engagement all flourish throughout the year. These are areas that were all greatly impacted by the COVID-19 PHE.

Some positive changes have already started taking place around the Grand Traverse Pavilions. Residents are now taking part in communal dining and activities. It has been so wonderful to have our residents back in

our dining rooms eating together and participating as a group in activities and outings. Participating in communal dining and activities benefits our residents' social life and well-being. Studies have found that communal dining leads to improved food intake, which leads to weight gain and corresponding improvements in nutritional status and rehabilitation. Communal activities will lead to an increase in socialization, improved cognition and a sense of belonging or purpose. The Pavilions is hopeful that the end of the PHE will allow us to begin having family dinners as well. The Pavilions yearn for our residents to be able to engage with their family members more regularly and to experience enjoying meals with their families' once again.

The Pavilions has made great strides in growing our staff and increasing the resident census. In an effort to attract top talent, wages were increased by more than \$4 for our hardworking employees. The Pavilions goal is to pay the best to get the best employees in order to provide the best care. You will find more details about Pavilions employees' pay and benefits in a separate article. There are also a few articles in this issue about other improvements being made to the building for our residents and staff.

I would like to personally extend a sincere thank you to all of the sponsors, performers, volunteers and staff, who have committed to make the 2023 season a success. Now more than ever your donations and charitable support is needed and appreciated. If you are able, please consider a charitable contribution by visiting the Pavilions Foundation at <https://www.gtpavilions.org/donate/>

Rose Coleman

# Pay for the best, to get the best, to give the best care

Projections show that as many as 8.2 million staffing jobs in long-term care will need to be filled nationwide by 2028 as the U.S. population ages, according to LeadingAge. With staffing shortages throughout the healthcare industry continuing to be a problem, we have increased our efforts to attract top talent to our team.

In June of 2022 the Grand Traverse Pavilions increased wages for employees by more than \$4 an hour in order to give industry leading wages. The Grand Traverse Pavilions hopes to recruit and retain the top talent in our area with the help of the increased wages. Our starting wage without incentives is \$22.22 an hour for certified nursing assistants (CNAs), \$28.62 an hour for licensed practical nurses (LPNs) and \$36.50 for registered nurses (RNs). Not only did the hourly wage increase, several other benefits have been implemented. The shift differentials for midnight shift was raised to \$5 an hour and an additional \$5 an hour for any time worked on the weekend. Other benefits offered include; great health benefits, a very generous earned time off (ETO) system, retention bonuses and longevity bonuses. A defined contribution plan is also offered to which the Grand Traverse Pavilions

contributes 5% of gross earnings for all full time employees. Employees are offered a unique option for their ETO which allows employees to cash out 100% of their ETO at any pay period.

Our vision, “To be the region’s trusted partner and recognized leader for successful aging” is not achievable without recruiting the best talent to care for our residents and these improvements were a big step in the right direction. A recent survey from the American Health Care Association found that 96 percent of nursing homes are struggling to hire new staff. Since increasing our wages we have been able to fully staff our environmental services department and fill all of our RN positions for the current census. Although we have been successful in filling those positions, we are struggling to hire entry level workers such as CNAs. In hopes of recruiting entry level workers, the Grand Traverse Pavilions offers to pay for individuals’ CNA training and pay employees an hourly wage of \$18.90 throughout the duration of the class. The CNA class is ten days long. Once the individual passes the CNA class, they are eligible to take the state certification test. Upon passing the state test, they are officially a CNA and are able to take on more tasks such as assisting

residents with personal care.

If you or anyone you know is interested in joining a rewarding career we encourage you to reach out to our Human Resources department at 231-932-3089 or apply online at [www.gtpavilions.org/jobs](http://www.gtpavilions.org/jobs).

**FIND A CAREER  
THAT LOVES  
YOU BACK . . .**

**FULL-TIME CNA POSITIONS  
OFFER EXCELLENT BENEFITS  
INCLUDING:**

- Starting wage of \$22.22/hour
- 8 or 12 hour shifts
- Health, dental, and vision coverage
- Generous paid time off system
- Employee Child Care
- Longevity bonus
- Retirement plans



**Grand Traverse Pavilions**  
A COMMUNITY CARING FOR GENERATIONS

**Please visit  
[gtpavilions.org/jobs](http://gtpavilions.org/jobs)  
to submit an application.**

Research demonstrates that Tovertafel conquers apathy, reduces restlessness and behaviors, reduces sadness, benefits last up to one week after playing with the Tovertafel and stimulates physical activity.

## Magic at GTP

Grand Traverse Pavilions recently received a grant from The Art and Mary Schmuckal Family Foundation to help fund the purchase of a Tovertafel, an award-winning dementia care innovation that has become an indispensable tool in more than 6000 care communities worldwide. Developed in the Netherlands, the Tovertafel (Dutch for “Magic Table”) is the first serious games system of its kind. Playing for a better existence, the Tovertafel’s unique games are scientifically proven to have a positive impact on the quality of life of seniors living with dementia. Through interactive light projections, the games stimulate physical activity, social interaction and cognition. Resulting in real, measurable effects on the wellbeing of residents, as well as care staff.

The Tovertafel can be mounted on the ceiling above a table or flat surface using a simple click-and-ready system. This makes it easy to install the Tovertafel in familiar surroundings, which is especially important for seniors living with dementia to avoid overstimulation and unnecessary agitation. The Tovertafel projects vibrant, lifelike images onto a surface in the form of games that react to even the smallest of hand and arm movements. Creating a “magic-like” effect that enchants residents. With images projected on a table or floor, the games can be enjoyed by large or small groups, allowing residents who don’t typically enjoy group activities to benefit. There are more than 30 games to choose from on The Tovertafel and its games

are developed in co-design together with care professionals, experts, relatives and the players themselves. Meaning they’re tailored exactly to suit their individual needs. The games also employ a no-fail, layered design which means that participants can play according to their ability. This instills confidence and makes the games easy to enjoy at any level. They come in a variety of formats, each promoting physical movement, social interaction and cognitive stimulation.

The Pavilions specialized memory care unit known as Elm Pavilion has worked diligently to establish life enrichment activities that are appropriate and engaging for this segment of the resident population which has unique needs.

As previously stated the Tovertafel’s unique games are scientifically proven to have a positive impact on the quality of life of seniors living with dementia. One of the most exciting elements of the “Magic Table” is the potential for meaningful interaction with dementia patients and fellow care community residents, staff, relatives and children, who will be able to indi-

vidually or collectively experience its benefits first-hand - playing for a better existence by experiencing human interaction, joy, laughter, and therefore an enhanced quality of life.

Research demonstrates that Tovertafel conquers apathy, reduces restlessness and behaviors, reduces sadness, benefits last up to one week after playing with the Tovertafel and stimulates physical activity. Providing these meaningful activities aligns with our Eden philosophy and will make a great difference in the lives of our residents, especially the Elm population.

\*For more about Tover’s commitment to research and the effects of the Tovertafel, please visit [www.tover.care/us/claims](http://www.tover.care/us/claims)



### The Tovertafel

Improving quality of life & quality of care for seniors living with dementia

# 41 Years of Caregiving

Cindy Weber began her career at Grand Traverse Medical Center in 1982, now known as the Grand Traverse Pavilions. After 41 years of being a caregiver she is retiring this April. Cindy plans on catching up on work around the house, relaxing, traveling and spending time with family. I was lucky enough to sit down with Cindy to hear about her 4 decades of caregiving at Grand Traverse Medical Center and Grand Traverse Pavilions.



Cindy Weber

are so important to the residents. The community is much more involved and the residents have better activities and quality of life compared to when I started. The care is much better too. It used to be the industry standard to only get 5 days of training before you were expected to go on the floor to do your work. Now people are certified or licensed to care for residents and go through much better training before caring for our residents.”

## **My first question was, How did Cindy start working at the Grand Traverse Medical Care Facility as a CNA?**

“I was working as a secretary before I had my first child but after she was born I stayed at home for about 5 years. After those 5 years I was ready to start working again, I applied to multiple places but the Pavilions were the first to call me back! I actually started off as part-time, and after a few months I started working full-time.”

## **Were you always sure healthcare was the field you wanted to be in?**

“No, this was my first time working in healthcare and I wasn’t sold on it at first. When I started I was a float and worked a different floor every shift. It was when I became full time and started caring for the same residents every day that I knew I would be here awhile. There is something special about working with the same residents every day; you get into a groove with your residents and get to know their wants and needs. I have worked with one resident for nearly 20 years at this point, and he’s actually been here a year longer than me we just weren’t always on the same pavilion. You make that connection with these residents and it’s like they are a part of your family that makes healthcare so special.”

## **How have things changed in the health care industry since you started?**

“It is much better now than when I first started in 1982. When I started, CNA’s had a 12 patient assignment. Where now we have 6 if fully staffed and if we are running a little short up to 8 residents. It was hard to keep up on the work when assigned 12 residents and even harder to have those routines and relationships that I mentioned earlier, which

## **What advice would you give to someone thinking entering the healthcare industry?**

“Be patient, be nice and be understanding. Be patient when caring for the residents and when training your new colleagues.”

## **Im sure you’ve formed many special relationships with residents and co-workers throughout the past 41 years, could you share some of your best memories you have had?**

“Wow, there are so many. One thing I will never forget was the first time the Blue Angels came to Traverse City. We were over in the old building still and it was taller than the Pavilions. When we heard they were coming we took the residents to the top to watch the air show. When they flew by they were so close you could see them in the cockpit. It was the coolest thing to witness. Afterwards the pilots actually came to visit our residents and the ladies loved seeing the men with their nice hair and uniforms. It really made the residents day!”

After 41 years of service Cindy said she will miss the camaraderie and the people the most, but not waking up at 4:30 AM. She mentioned she was thankful for the relationships made and the flexibility the Pavilions gave her when she wanted to stay an employee but change her availability due to birth of her other two children. Her co-workers and residents will be sad to see her go but are thankful for having the time spent with her throughout the years. Grand Traverse Pavilions was lucky to be the first one to call Cindy when she was looking to get back into the workforce; they got a loyal employee who made a difference daily in countless lives. Happy retirement Cindy, you deserve it!

# State-of-the-art Infrastructure Upgrade

Grant funding from both the American Rescue Plan Act (ARPA) and Michigan Department of Health and Human Services (MDHHS) helped Grand Traverse Pavilions make exciting infrastructure changes this past February. A state-of-the-art air purification and pathogen reduction system nationally used in public spaces, such as schools, hospitals and other healthcare facilities has been installed at Grand Traverse Pavilions for the health, safety and protection of residents, families and employees. This patented induct technology by ActivePure is proven safe for humans, plants and animals, pulls in ambient air and converts the oxygen and humidity in the air into hydroxyl radicals, which break down the outer shell of viruses, bacteria and fungi to inactivate them. In addition to inactivating pathogens in the air, the hydroxyl radicals also settle onto surfaces in the room, inactivating pathogens on all surfaces.

To prove the efficacy of this patented, FDA Cleared and EPA Certified Technology, an independent study was completed in our facility by LIGHTHOUSE Environmental Infection Prevention in June 2022, as an adjunct technology to our current standard disinfection protocols. The LIGHTHOUSE Executive Summary stated: tests of 3 indoor air samples, 11 surface test samples and 6 floor test samples prior to the installation of the devices were completed to establish baseline bacteria levels and fungal levels, and completed again 22 days after the installation of ActivePure Technology. The results demonstrated total Aerobic Bacteria Counts (CFU's) were reduced by 65.9% in the AIR, reduced 74.5% on SURFACES and reduced 43.7% of FLOOR BACTERIA. Additionally, Total Fungal/Mold CFU's were reduced by



77.8% in the AIR, reduced 51.3% on SURFACES and reduced 61.4% of FLOOR BACTERIA; offering a significant factor in stabilizing the healthcare environment of our facility for the benefit of all occupants.

Tim Coggins, Environmental Services Director, states “The critical difference is in time-frame and efficacy. While capture-based technologies may eventually work over time, it will take much longer and not be as effective. Simply put, the fastest and most powerful air and surface disinfectant systems contain ActivePure Technology.”

Simply put, the fastest and most powerful air and surface disinfectant systems contain ActivePure Technology.

The adoption of the ActivePure Pathogen Management System is an essential statement to our Mission; “To provide accessible, trusted and compassionate care that enhances the quality of life for aging adults.” and our Vision; “To be the region’s trusted partner and recognized leader for successful aging services.” We hope this helps provide all those who enter Grand Traverse Pavilions with peace of mind, knowing there is continuous 24/7 surface and air protection.



# Concerts on the Lawn 2023



## Grand Traverse Pavilions Thursdays @ 7:00pm

Enjoy a summer evening with great music, family and good friends. Note that parking is often limited, so feel free to catch a free ride complimentary of BATA's Bayline Bus. For those unable to join us, please consider live streaming the event!

- |             |  |
|-------------|--|
| July 6th    | <b>Grand Traverse Pipes and Drums</b>        |
| July 13th   | <b>Miriam Pico and Friends</b>               |
| July 20th   | <b>Golden Voices - Frank Sinatra Tribute</b> |
| July 27th   | <b>The Gordon Lightfoot Tribute</b>          |
| August 3rd  | <b>Rebooted Featuring Judy Harrison</b>      |
| August 10th | <b>Bay Area Little Big Band</b>              |
| August 17th | <b>K. Jones and The Benzie Playboys</b>      |
| August 24th | <b>Backroom Gang</b>                         |
| August 31st | <b>Age of Aquarius</b>                       |

## Support the powerful work of the Foundation

Freewill donations at the concerts will go directly to supporting the Grand Traverse Pavilions Foundation's efforts to care for the elders in our community.

*\*Concerts are subject to change due to inclement weather.*

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