

Celebrating 25 years of Learning, Growing, and Contributing

THE CAROL WOODS NEWS

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PAT SPRIGG'S SABBATICAL

A sabbatical is not a common occurrence, especially for someone who works in the field of long-term care. However, Carol Woods is not your common organization, and in August of 2003, the Board of Directors granted a five-month sabbatical to begin in March 2004. In some ways those five months seemed like a mere few weeks to me, and yet when reviewing all that was done and experienced, it is apparent that I truly was away for five months.

The bulk of the sabbatical incorporated two major goals. The first was to use the time to expand my professional knowledge base of the innovative, national and international programs that serve the elderly, concentrating on models that are based in the community rather than in an institutional setting. The second was to rejuvenate my physical and mental health, blending a sense of well-being into my daily routine and reconnecting with my extended family, while spending some concentrated quality time with my immediate family.

Expanding my knowledge base of elder programs took me to five states and four countries. The sabbatical started with attending a "by invitation only" session in Virginia. The group consisted of two developers, an architectural firm and nine providers across the country, brought together to discuss the future of CCRC's. The consensus seemed to be that innovative new ideas for serving the community are essential in building future strength into established CCRC's. I visited the Netherlands, Denmark, France and Germany as well as Texas, Ohio, and California. At each of these locations I was welcomed with open arms and had the opportunity to visit a number of programs, many using technology to reach out and connect with elders across a much wider network. In Europe, a

greater emphasis seems to be placed on the social aspects of a person's life whereas the United States our resource commitment and reactions are greater in physical issues. As a country we need to shift and deal more with the preventive support of emotional, spiritual and psychological needs. Every organization I visited, I walked away with some exciting ideas and how we could incorporate them into the work of Carol Woods.

The family time was incredibly enjoyable. My work demands a focused effort and so having concentrated time with my family was a real treat. I visited my elderly parents and tested out my expanding culinary talents on them as well as my sister and her family. I hosted a birthday party in the form of a family reunion for my mother, my sisters and my nieces. We have not all been under the same roof for over ten years and this visit made up for lost time. I then invited a dozen of my closest female friends to join me at the beach for a very postponed fiftieth birthday party.

I spent several weeks traveling in Europe with our eldest son Matthew who had been studying in Spain. We traveled in five countries, doing a good bit of hiking. My husband, Curt, and our other two sons joined us in Italy to celebrate Matthew's twenty-first birthday. While home, I helped my second son, Josh, with his plans for his senior prom, threw an eighteenth birthday party for him, drove with him to his Ultimate Frisbee Tournament in Tennessee and celebrated his graduation from high school. Our youngest, Kent, turned thirteen and we had eight teenagers for the evening, several sleeping over. Kent then planned our trip to Italy,

Continued on page 5

THE STAFF AT CAROL WOODS

Carol Woods has for 25 years made an ongoing commitment to its employees and their families. In addition to meeting the needs of older adults, our mission also speaks to “Promoting individual growth and fulfillment for both residents and staff through education, research, and recognition of each person’s unique contribution.”

Today Carol Woods employs 354 people who provide care to 450 older adults 24 hours a day, 7 days a week, 24 hours a day. One statistic says it all – of our total workforce of 354 employees, 45% of us have worked for Carol Woods for 3 or more years. Such loyalty comes from a partnership of mutual respect and concern.

In an effort to support employees’ work and family lives, Carol Woods provides a robust Life Enrichment Fund that is available to all staff who work over 1,000 hours in a year. In the past 5 years this fund has made disbursements of over \$34,000.00 to employees and their children. Carol Woods employees know that when family needs are met, their minds are freed to focus on providing quality services.

Annually we provide in excess of 2500 hours of in-service experience and educational opportunities to our staff on campus *during paid work time*.

Employees and their families are invited to use our swimming pool and fitness center. Children of

employees are invited to Easter egg hunts, Halloween trick-or-treat, and picnics on our campus. In 2004 we held a very successful Health Fair for employees where blood pressure, cholesterol, bone density, glucose, and body fat content were tested. We sanction use of paid vacation and sick time for family care needs. Time that may be “banked” for emergency use of longer leaves. We encourage support of each other by making available a vacation *donation* program so that staff may help co-workers in need.

During recent power outages many of our staff, their families, and pets stayed warm and dry here with meals, showers and laundry facilities available for those who needed to stay on campus.

The sense of caring and community, our belief in dignity, courtesy, and respect for all, have served the organization well. Our employee turnover, and our On-The-Job Injury rates are well below industry standards. Our ability to quickly fill vacancies with quality employees who support our mission and values is testament to our reputation as a quality employer. Most of our vacant positions are filled, not from public advertisement, but by word-of-mouth from satisfied employees and their families.

Lucia A. Welborne

Director – Human Resources

LEAPIN’ LEOTARDS – IT’S A SHOW!

The old gray mare, she ain’t what she used to be! In fact, she’s better than ever. Composer **Rosalie Williams**, whose work was originally created in the mid-60’s, is expecting a call from Broadway any day now following a stellar performance at Carol Woods on September 10.

Picture this: six septuagenarians who really didn’t think they *could* - (**Sally Slack, Alice Logan, Ginger Davis, Carolyn Mercer, and Sara Price**) singing out boldly at the premier performance of Leopards and Leotards, story, music, and lyrics by 90-year-old resident **Williams**. These remarkable choristers had either never danced at all, or hadn’t tap-danced in

decades, or might need to use a cane for balance, also starred as Choreographer **Alice Mennell’s** gallant dancers with canes, derbies, and pillow-enhanced figures, ably assisted by Bubble blower **Lewis Slack**. Circus performers, ghost writers, a Wall-Street woman-wizard who reluctantly succumbs to the lure of love, and a frustrated kindergarten teacher, all figured in the narrated story, eloquently enhanced by gifted soloists **Mark Weber, Ellie Lawson, and Annette Rathbun**. The standing-room only crowd of more than 250 enthusiastic residents greeted the artists with thunderous applause.

Jane Berryman

CAROL WOODS 25TH ANNIVERSARY QUILT



When the 25th Anniversary Committee suggested that a quilt depicting the spirit of Carol Woods would be in order, **Ken Reeb** was asked to oversee the project. Ken is an avid quilter as well as our Vice President of Finance and Planning. He got together a diverse group of resident quilters who decided to solicit ideas for squares that would show some of the wonderful activities at Carol Woods. More than 25 people responded and were involved one way or another - either contributing ideas or actually constructing the quilt. The result is a beautiful colorful quilt illustrating the good life at Carol Woods. It will be prominently displayed and enjoyed for many years.

Myra Ledyard

JACK CHESTNUT, THE FIRST PERSON HIRED TO WORK AT CAROL WOODS

When presented with an award on the occasion of his 25th anniversary at Carol Woods, Jack told the assembled residents at the September Association Meeting that he was working on a training manual for persons working at a retirement centers. His experience as the very first employee at Carol Woods has provided him with expertise in all the possible roles, except, of course, those of Registered Nurse or Physician. Below are a few excerpts from his Training Manual:

How to:

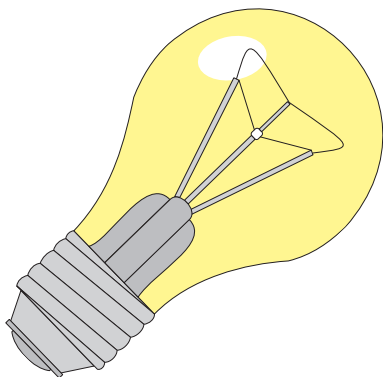
Deal with 120 acres of mud, (Form a Residents Mud Committee.)

Develop a program to write 230 Housekeeping schedules around fifty hair appointments.

Have a plan to find someone who is lost when accompanying a group of residents to the State Fair.

Establish a friendly connection with the Georgia Wild Life Commission so that they will be prepared to accept a generous gift of 10 Canada Geese from Carol Woods.

At the very beginning, Jack was "in charge of everything" including driving the first President/CEO from RDU to the Campus. Now his primary work is in developing and continuing Community Contacts when he isn't doing "Special Projects." This, of course, could be anything!



25 YEAR STAFF

In addition to the items that Jack Chestnut mentioned, his early duties included the hiring of staff to help manage 230 living units. This month we'll tell you about two of them, in November we'll add two more and in December complete the 25 year list with two more.

Ed Peppers started out in Housekeeping. Although he is still in the same department, his duties now include keeping our audio-visual machines in working order and setting them up for concerts, lectures and meetings. Off campus he enjoys working with automobiles and electronic equipment when he isn't busy with missionary work for the Disciples of Christ Ministry.

The Painter of Carol Woods, **Jesse Pettiford** came next into Maintenance which, at that time, included housekeeping, grounds, hauling trash, and painting! His favorite hobby is drawing and painting. Perhaps some day his work can be displayed in the Carol Woods Art Gallery.

LET THERE BE LIGHT

The biblical injunction "Let there be light" never quite made it to the Carol Woods library until the generous gift of **Nell Waltner** made the situation brighter. An atmosphere that had some of the visual qualities of a brake factory has been replaced by an ambience that would make the original speaker of the injunction proud if He happened to wander in. And if He did wander into a darkened library all the lights would spring into His service without any effort on His part, probably a welcome relief after six days hard labor. Nor would He have to lift a finger to turn them off when He left. After all, the new lighting in the library is the most automatic thing to be found in all of Carol Woods.

Russell Graves

WELCOME NEW RESIDENTS

Jai and Gisela Nayar (Apt. 213) Jai was born in Kenya, East Africa to Indian parents. After early schooling in Kenya, he went to India for university studies, coming to the U.S. to complete his Ph.D. at the University of Illinois, Champagne-Urbana. A post-doc appointment took him to the University of Manitoba in Canada. After spending two winters there, he moved to the University of Florida Research Station in Vero Beach where he spent 40 years conducting research in biting insects, especially mosquitoes and the diseases they transmit.

Gisela was born in northern Germany and did her early schooling there, completing her education at the Agricultural College in Celle, Germany. She continued research at the Max Planck Institute in Wilhemshaven and at the Institute for Plant Pathology in Goettingen. In the early 1960's she went to the University of Manitoba where she met Jai. When Jai left for Florida she returned to Germany, but came back to the U.S. for a stay at the University of Oregon, before going to Florida where she and Jai were married.

They have three daughters, one each in Virginia, Maryland, and Minnesota and four grand children. In addition to raising a family, Gisela has volunteered at various organizations, such as Girl Scouts, and for the last 15 years at the Public Library in Vero Beach. Their hobbies include traveling, reading and gardening.

Jean Spalding

Robert and June Bratcher (Apt. 149) arrived in Chapel Hill after much experience living abroad. Robert was born of Southern Baptist missionaries in Brazil, grew up in Rio de Janeiro, came to Georgetown College in Kentucky and then to Baptist Theological Seminary in Louisville, Kentucky. Before he married June Heaton he served as U.S. Navy Chaplain from 1944-46. They returned to Brazil where he was a professor of New Testament and Greek at the Baptist Seminary in Rio, left for a year at Manchester University in England doing further graduate research. In 1957 he joined the Translations Department of the American Bible Society translating the Good News New Testament and chaired a committee that translated the Old Testament, continuing as a consultant with translation committees in South America, Asia and Africa.

June was born in Chattanooga. After marriage to Bob when she was 19, she began a life of making a home in many places: in England, France, Brazil, and New York where she taught school. For the past 29 years, they have lived in Chapel Hill where June has pursued her interest in Jungian psychology. She is a founding member and past president of the C. G. Jung Society of the Triangle. Her other interests are reading, water color painting, journal writing and continuing the task of research on family history. She hopes that now at Carol Woods she will have more time to write it up for their descendants.

The Bratchers have three children, six grandchildren and one great grandchild.

Carolyn Mercer

Continued from page 1 Pat...

including Rome, walking the ruins of Pompeii, a hike up Mount Vesuvius and a visit to Venice.

What I bring back to Carol Woods is a vast amount of knowledge in terms of long term care and probably equally important is the art of balancing of family, friends and the work that I love at Carol Woods. There is no doubt that I

returned with more energy, focus and a crisper vision. My work is still a passion for me, however I have discovered that it need not be my only world, and that in the long run I will be a better leader and decision maker if I practice balance and pay attention to all the really important issues.

Pat Sprigg, President/CEO

THE ASSOCIATION OF CAROL WOODS RESIDENTS, INC.

Summary of the Meeting of September 14, 2004

The September Meeting of the Association was the first meeting of the new activity year.

Julia Watkins indicated that the newest members of Carol Woods were **Nancy** and **Paul Bless** and **Marian Stephenson** and **Roy Lindahl**.

Muriel Easterling presented the Treasurer's Report and indicated that complete details would be available in the Library. **Charles Paddock** reviewed the activities of the Council during the summer.

Jean Joseph, Co-chair of the Library Committee, indicated that the new lights in the Library were made possible by a gift from **Nell Waltner**.

Leo Wagoner, Chair of the I-40 Noise Committee, reported that a letter had been received from the NCDOT, stating that Carol Woods does not qualify for noise abatement at the present time. The Committee plans to appeal the NCDOT decision.

Notice of the meeting of the Continuing Care Community Residents of NC in Greensboro on October 21 was made by **Oscar Sussman**.

Margaret Moore announced that the UNC School of Nursing had named a new scholarship in honor of **Audrey Booth**.

Pat Sprigg gave **Jack Chestnut** his 25 year pin in recognition his service to Carol Woods. Pat introduced **Kerri Patrick**, the new Social Worker at Carol Woods. Congratulations were given to **Janet Campbell**, **Peggy Griffenhagen**, and **Anne von Storch**, editors of the *History of Committees at Carol Woods*, and to **Rosalie Williams** and the cast of *Leopards in Leotards* for their presentation.

(Ross McKinney)

Wednesday Evening Concerts

- 10/20 Hsiao Meika, Piano
- 10/27 Randy Reid, Guitar
- 11/3 Katharine Boyes, Piano
- 11/10 Michael Walloch, Piano
- 11/17 Phillip Bromberg, Violin
Benjiman Ward, Piano
- 11/24 Myron Tsong, Piano
- 12/1 Pauline Lederer, Piano
- 12/8 The Four Most, Piano eight hands

Thursday Evening Lectures

- 10/28 Julian Preston, Genetic Engineering
- 11/05* Thad Beyle, Election 2004
- 11/11 Dick Baddour, Sports at UNC
- 11/18 Dick Richardson, Heifer Project
- 12/2 Peter Coclanis, Out-Sourcing
- 12/9 Farnum Brown, Socially Responsible Investing
- 12/16 Chris Brown, Life in Space

*Friday to avoid symphony conflict

STAFF: Natalie Fiess, Chair; Jane Berryman, Russell Graves, Ross McKinney, and Mary Scroggs.

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CAROL WOODS

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