

# Excellence



Brothers of Mercy News, Events, Awards and Campus Updates



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Winter 2020

## A New Era in Assisted Living and Memory Care Aligns Well with the Brothers of Mercy Mission of Mercy



The Brothers of Mercy Mission Statement talks about providing a supportive, compassionate and healing environment for those we are privileged to serve. The new Assisted Living and Memory Care community aligns perfectly with that mission of service.

*"This project not only expands our physical campus and our ability to serve the people of our region, it also builds on the legacy of care established by the Brothers of Mercy in Western New York 95 years ago," said Peter Eimer, Brothers of Mercy CEO. "We are bringing to life a vision for specialized memory care and enhanced assisted living care that will truly revolutionize our Wellness Campus, and propel our organization into a bright future."*

The project includes 64 assisted living apartments, along with a special, 32-unit memory care wing, designed for seniors experiencing any stage of memory loss impairment, including dementia and Alzheimer's disease.

Enhanced Care services will also be offered, enabling Assisted Living and Memory Care residents to receive more specialized services as their needs change, while aging in place in their existing suites.

(Continued on Page 2)

## Operation "Lifting Spirits" Spreading Christmas Joy

2020 has been a challenging year for everybody, but I don't think anyone has taken a harder hit than the Brothers of Mercy patients and residents. For months they've been subject to limited or no family contact and gatherings. Our "healthcare hero" staff has done everything they can - from Skype calls to outdoor socially distanced meetings - to minimize the effects of the state mandated visitation restrictions.

Earlier this year, the White House Foundation staff came up with "Lifting Spirits Day" to lift the spirits of residents, patients and hard working staff at the Brothers of Mercy Campus. The response was overwhelming with over 135 cars filled with people, pets, balloons, signs and posters, joining together to spread joy and smiles.

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## Newsweek Best Nursing Homes 2021 List

For the 2nd year in a row, Newsweek and research firm Statista teamed up to compile a list of the top Nursing Homes throughout the country. **The 5-Star rated Brothers of Mercy finished in the top 2%** (ranked #14 out of 620 Nursing Homes & Skilled Nursing Facilities) in New York State.



Newsweek and Statista designed a system that evaluated nursing homes using data from 2 sources: 1. Recommendations from medical experts (nurses, administrators, therapists and physicians), and 2. Nursing Home performance based on CMS data in three domains (health inspections, staffing, and quality measures). This is the 2nd year that Newsweek has published the list.

## It's Always Darkest Before the Dawn

By Peter Eimer | Brothers of Mercy CEO



The winter solstice is just around the corner – Monday December 21st. That is the shortest (and darkest) day of the year. After that, each day gets longer and the sunlight is with us a little more each day. That's kind of an apt analogy to what we've been going through with this pandemic. The days have seemed to be getting darker with the recent "re-outbreak" of Covid.

But just as we begin to get more sunshine beginning on December 22nd, there is also hope of a vaccine being distributed. The CDC has targeted staff and residents of long term care facilities as the first to be offered the vaccine. This should start us down a sunnier path going forward even if there are some cloudy times along the way.

So, as dark as things may seem now – they will get better. Nobody knows how things will eventually turn out but there is reason for optimism and that's a good thing.

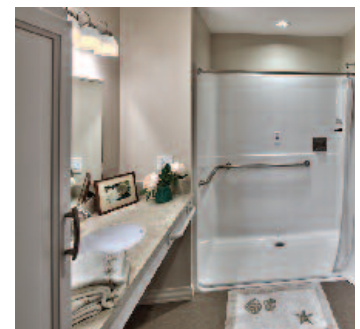
Thanks to everyone at Brothers who has endured this gut wrenching year and made things as good as possible for the residents of this great campus!

## A New Era in Assisted Living and Memory Care

(Continued from Page 1)

The new facility will employ a "Wellness Neighborhood" community design. This innovative and forward thinking approach aims to replace the regimented structure, and often clinical feel, of traditional assisted living and memory care facilities with a flexible environment of care.

*"We work with hundreds of families every day to deliver the care and services they need, both long-term and short-term," Eimer said. "Being able to more fully address specialized care as someone's needs change allows us to open our arms to more families and provide them the surety of receiving all of the services they need."*





# A Special Thank You to our Amazing Healthcare Team

By Teresa Dillsworth | Executive Director | Skilled Nursing & Rehabilitation Center



As we find ourselves deep in the Holiday Season, I can't help reflect back on this whirlwind year. 2020 has been the fastest yet longest year of my life. In a blink it seems we went from March to December, yet so much happened during the time in between. The pandemic has changed the way we do so many things and we certainly have had to implement change at lightening speeds. It seems surreal because it is. If you would have told me a year ago what this year would be like there is no way I could have believed it.

I do know one thing - the staff of the Nursing & Rehabilitation Center are second to none. To see this group pull together with more of a "can do" attitude than ever was astounding. They rose to the challenge not only caring for our Resident/Patient Family at the most vulnerable times of their lives but also stepped up and stepped in when families were mandated to step out. I am so incredibly proud of our ability to get through this year. Merry Christmas and Happy New Year! Cheers to 2021 – may it bring wellness and peace to our Campus!

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## Walk Like a Penguin to Avoid a Fall This Winter

By Lauren Grawe | Director | Russell J. Salvatore Outpatient Rehab Clinic at the Brothers of Mercy



Falls are one of the most common injuries sustained during the winter months. Although every fall does not lead to a broken bone, strains and sprains, bruising and pain are common afterward. There are a few tips we could all use, no matter your age, to keep yourself safe as Buffalo transitions into a winter wonderland.

First, plan ahead and give yourself extra time to get to your destination. Moving quickly on ice or slushy snow is a recipe for disaster, so slow down! Make sure your footwear is in good condition. If you notice the tread wearing away on your boots or shoes, it is time for a new pair. Try to avoid boots or shoes with heels while walking outside. Take advantage of handrails when negotiating stairs, as this is a common place for ice to collect.

At your own home, make sure walkways are clear and salted. Lastly, we can look to penguins for guidance on how to walk on slippery surfaces: short, shuffled, flat-footed steps, bending forward slightly at the waist. It's perfectly okay to waddle your way from one place to the next to keep from falling!

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## Operation "Lifting Spirits" Spreading Christmas Joy

(Continued from Page 1)

Operation "Lifting Spirits" is an extension of the original idea and mission - to spread hope and joy throughout the Brothers of Mercy Campus. Participants purchased "care packages" that consisted of poinsettias, Christmas cookies, or a combination of both. Many of the gifts were given to an anonymous resident - a real testament of genuine charity.

*"Our goal was to have 100 care packages distributed throughout the campus. Like the "Lifting Spirits" day back in May, the response was above and beyond our expectation. 126 packages were distributed to very happy patients and residents. The continued support from friends, family members and BOM staff members ceases to amaze me",* said Foundation Director Nancy Gugino.

## History of the Sacred Heart Home

In 1950, the Brothers purchased 126 acres of farmland in Clarence, NY, which would eventually evolve into today's "Brothers of Mercy Wellness Campus". The Sacred Heart Home was the original Skilled Nursing building.

In 1951, ground was broken on the first wing of Sacred Heart Home, which served 36 male patients at that time.



In 1963, Sacred Heart Home added a South Wing and new Chapel to the facility. At a cost of \$1.3 million, the expansion added 56 beds (going from 36 to 92) to the facility.

In summer 2020, the new Memory Care and Enhanced Assisted Living community will add another level of care to the Clarence Wellness Campus. The new building will retain the Sacred Heart Home name, honoring all those that worked and lived in our first building.

## The New Sacred Heart Home is Finally a Reality

By Mindee McDonald | Executive Director | Sacred Heart Home



I am happy to announce the new Assisted Living and Memory Care Community is finally a reality. This state-of-the-art facility will include 64 assisted living apartments, along with a special 32-unit memory care wing, designed for seniors experiencing any stage of memory loss impairment, including dementia and Alzheimer's disease.

The new facility will employ a "Wellness Neighborhood" community design. This innovative and forward thinking approach aims to replace the regimented structure, and often clinical feel, of traditional assisted living and memory care facilities, evoking a home-like experience and placing the resident at the center of quality of care.

*"Both residents and staff are so excited to be moving into a brand new building. The countless hours of planning, meetings and designing will finally pay off",* says Mindee McDonald, Executive Director of the Sacred Heart Home.

I hope this exciting news brings each of you hope, comfort, and a smile as the SHH staff and I recognize just what a difficult year this has been for everyone. From our family to yours, we wish you a Merry Christmas and continue to pray for a better 2021.

## A Special Thank You to all our Amazing Veterans!

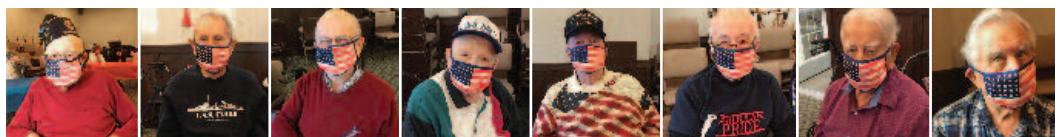
Happy Veterans Day from the Brothers of Mercy Wellness Campus! To the men and women of our Armed Forces, we thank you for your service.

The communities on the Brothers of Mercy Wellness Campus observed Veteran's Day 2020 in a variety of ways. Skilled Nursing, Montabaur Heights, Sacred Heart Home, and The Senior Apartments held special celebrations, and all resident Veterans were honored with patriotic masks and flag pins.

Montabaur Heights guests enjoyed music, refreshments and a special display which included "America's White Table", along with testimonials from residents and BOM team members who have served in the military.



Veterans Day celebration at the Nursing Home



Brothers of Mercy residents celebrate Veterans Day

# Meet Mia - The Official Mascot of BOM's Senior Apartments!

By Mary Baty | Executive Director | Brothers of Mercy Senior Apartments

Meet Mia, the official mascot of BOM's Senior Apartments! Mia often frequents BOM with her owner, Executive Director Mary Baty, and enjoys spending time with residents, greeting visitors in the office, and occasional walks around the Brothers of Mercy campus.

Recently, she made her official television debut when she was featured on BOM's Care-A-Thon. Mia's sweet, playful nature is infectious and she spreads so many smiles when she trots through the door!



Mia is a big hit at the Sr. Apartments

## Being Thankful this Holiday Season

By Valerie Kane | Executive Director | Montabaur Heights



Wishing you the gift of faith and the blessing of hope during this joyous Holiday season! Although we usually gather on Thanksgiving and Christmas with family, we can still be thankful for what we have, for the family we love, the friends we cherish, the food we eat and for the blessings that will come.

May your blessings be multiplied this holiday season, this upcoming year and throughout your life.

## Fall Fun at Montabaur Heights

Brother of Mercy's crafty Life Enrichment Director Ashlie, along with residents at Montabaur Heights, got their craft on last month with this fun fall wreath class.

Autumn is one of our favorite holidays to decorate at Montabaur Heights, and these wreaths will add some wonderful "It's Fall, Y'all!" vibes to our hallways,





## Taking Care of Your Spiritual Needs

As part of our mission, the Brothers of Mercy is committed to the pursuit of excellence by providing a supportive, compassionate and healing environment for those we are privileged to serve.

Part of that mission includes Spiritual Care. We provide spiritual counseling, facilitate services, distribute Eucharist and are always available to comfort and support our residents. We also celebrate mass at the Sacred Heart Home in our beautiful chapel, and have services at Montabaur Heights and the Senior Apartments.

Spiritual Care can help a person discover hope, resilience and inner strength in times of illness, injury, transition, and loss. Spiritual Care attends to a person's spiritual or religious needs as they seek to heal physically and emotionally and thus regain a sense of well being.

Providing spiritual support, mercy and compassion are manifested not simply as a consoling message, but in practical help.

## Where is God in This Pandemic?

By Renée Villa | Campus Director of Spiritual Care



*In my anguish I called to the Lord: I cried to my God for help. In the heavenly temple my voice was heard; my crying reached God's ears.*

Psalm 18: 16-18

Ministering in a nursing home setting is extremely rewarding but can also be very challenging even under the best of circumstances. The reality is that our residents arrive here because their health has declined and they are in need of round the clock care. It can be a difficult transition for families. Brothers of Mercy becomes their new home. With the arrival of the Pandemic, additional obstacles surfaced. The rules for socializing were constantly changing. Working in a pandemic is like being in the house in the Wizard of Oz as a tornado spins you out of control. You keep waiting for the house to land when suddenly another forceful gust arrives. Each day becomes a battle to regain your footing.

Our residents have lived through a lot of history and difficult circumstances. They have survived wars, stock market crashes, job losses, personal losses to name a few. They have already proven they have resilience by virtue of their age. They have a foundation of reserve. At times they cry out in anger. They shed many tears. They are in good company. Jesus also cried out in anger. He wept.

To know that someone understands how you feel can be a great source of comfort. We have a God who understands our suffering and offers to walk with us during the worst of times. What matters most is that God hears our cries for help. Psalm 18 promises that no cry goes unheard. I find it very soothing to know my cries reach God's ears. Who better to listen? It is necessary for us to also listen and pay it forward.

This is a time to remember the prayers that were answered in the past. We have a God who loves and hears us. We can reflect God to everyone we encounter by providing a listening ear and a kind word. This simple gesture will serve to comfort others and lift their spirits. Peace

## BROTHERS OF MERCY MASS SCHEDULE

The Mass Schedule is currently suspended. Opportunities for prayer are available according to current guidelines.

**WORDS  
OF  
WISDOM**

*God has a reason for allowing things to happen.  
We may never understand his wisdom  
but we simply have to trust his will.*

## Care-A-Thon 2020...Success beyond our Wildest Dreams!

By Nancy Gugino | Executive Director | Brothers of Mercy Facilities Foundation



I am very honored and equally humbled to share with everyone the results of our most recent fundraiser, Care-A-Thon 2020. Back in the Spring as the pandemic was devastating our world, it was unclear how our development goals were going to be met. Thanks to WBBZ, WIVB and Russell J. Salvatore, we were presented with a rare and unique opportunity to take our largest annual fundraiser and move it to TV! The Foundation and the entire development team kept moving forward in faith never counting on what was about to happen. This initiative turned out to be the most successful fundraiser in the history of the Brothers of Mercy, thanks to John DiScullo and his Team, Chris Musiel and Rich Lee. Care-A-Thon 2020 raised \$157,000 and donations are still coming in daily! Our goal was to try to meet last year's numbers never thinking we would have a 22% increase over last year.

"Tis the season..." Only you can help brighten a patients or resident's day by gifting them a "Cozy Christmas Care Package" made with love! This is an elegant way to send some warm wishes and spread some Christmas cheer to loved ones whom you are unable to visit due to pandemic safety precautions. You can also spread joy this season by joining our "Lifting Spirits" campaign, which anonymously gifts residents with any item or items of your choice. Scrumptious, home-made and beautifully hand-decorated cookies along with rich, locally grown lovely poinsettias in a gorgeous array of colors may be sent to your loved one or any resident you wish! These lovely gift items are not only for gift giving but also consider accenting your home or holiday party all while making it easier on yourself during the hustle and bustle of the season. Get your orders in quickly though, as artisans may have to cut orders early due to heavy demand. What better way to say "Merry Christmas" than with sampler cookie package or platter and a lush holiday poinsettia!

Plans are underway for a December First Responders Holiday Salute to our residents and staff thanks to local Fire Departments and First Responders! Due to the pandemic upsurge, let's all come together to lift our residents' and staffs' spirits with a holiday parade complete with Santa, Mrs. Claus and Santa's elves! Standby as the date will be revealed soon.

Wishing everyone a very Blessed and Safe Christmas and Holiday Season and a very Happy and Healthy New Year! "Merry Christmas to all and to all a Good Night!"

## Thank You Once Again Care-A-Thon Sponsors

The great success of our first annual Care-A-Thon was directly related to the financial support of all the event sponsors. A heart felt thank you goes out to all our sponsors for all your gracious help!

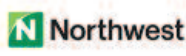
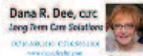
### ★ PLATINUM SPONSORS



### ★ GOLD SPONSORS



### ★ SILVER SPONSORS



## Dedicated Staff makes all the Difference

At the Brothers of Mercy, the level of dedication, commitment and genuine care our staff provides is one of the things we are most proud of. It's these personal characteristics which make a profound difference in the lives they touch.

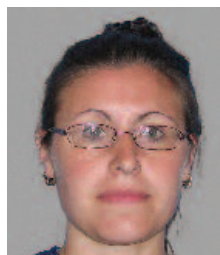
For generations, the staff at our Skilled Nursing and Rehab Center, Outpatient Therapy, Sacred Heart Home, and the two Independent Living communities have provided comfort, spiritual guidance and care. For those facing a life-limiting illness or injury, our Hospice wing will help keep your loved one comfortable.

As a historical landmark in WNY, the entire Brothers of Mercy Wellness Campus has earned an exceptional reputation for treating seniors with dignity and respect. Our focus and attention on "spiritual care" sets us apart from all others.

As a non-profit organization, the work on the Brothers of Mercy campus is more about providing the finest 5-Star Care...rather than the bottom line. Here, patient and resident wellness is at the center of everything we do!

## Skilled Nursing Employees of the Month

All Employees of the Month receive a \$50 check as well as a special parking space for that month.



### CASEY STOCKING | 4W UNIT CLERK - September 2020

Casey has been an employee since August 2015. She started at BOM as a CNA, and is now the Unit Clerk on 4W. Casey is very efficient and keeps the unit in control and on track. She still picks up as a CNA on occasion. For the last few months she has been taking care of 4 East as well, and has now stepped up to help with our employment and improvement plan. Casey is very deserving of employee of the month.



### ALYSSA ZAPPIA | RN - October 2020

Alyssa has been an employee at BOM since July, 2020. She is very conscientious of her work. Alyssa is a good team player and has great resident care ethics. She is willing to step up and give that helping hand any way she can. Alyssa shows compassion for the residents as well as their families. Although Alyssa has only been here a short while, she is truly a great asset to Brothers of Mercy.



### LEANNE DYRABLA | LPN - November 2020

Leanne is a dedicated staff member who gives wonderful care to our residents. She is willing to go the extra mile and perform outside the box. The residents and families are Leanne's number one focus. She is a great team player and a wonderful asset to Brothers of Mercy!

## WORK ANNIVERSARIES

### 35 Years:

Valerie Kane	Montabaur Heights	Executive Director	10/14/85
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### 30 Years:

TJ Stockweather	Nursing Home	Cook	10/02/90
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### 25 Years:

Julie Kaczmarczyk	Nursing Home	Activities Director	11/22/95
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### 20 Years:

Tammy Dillon	Sacred Heart Home	Cook	10/15/00
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### 15 Years:

John Hill	Nursing Home	Housekeeping Aide	11/19/05
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### 10 Years:

Karen Devoe	Nursing Home	Housekeeping Aide	11/08/10
Megan Bennett	Nursing Home	Per Diem COTA	11/29/10
Murad Ramadan	Sacred Heart Home	Dir. Environmental Svcs.	11/01/10

### 5 Years:

Sharon Boyce	Nursing Home	PRI /MDS Nurse	11/09/15
Warren Drew	Montabaur Heights	Chef	11/10/15
Sheri Fitzner	Management Co.	Events Director/Sales	11/04/15
Dennis Reilly	Montabaur Heights	Dir. Environmental Svcs.	10/27/15
Stephanie Schaffer	Nursing Home	CNA	10/19/15



## Nancy Smith - Executive Assistant

By Nancy Smith | Executive Assistant | Brothers of Mercy Skilled Nursing Facility



I was born in Buffalo and grew up with Mom, Dad and an older brother in Akron, NY. A pure country girl! I went to Akron Central School, which I loved and majored in business. I started work when I was 17 in a restaurant in Clarence. I loved it, meeting new people and keeping the customers and staffing happy. Life goes on. I had children, and with children going to school, I wanted to find a job where I could work with people and help them. I found my calling as a CNA at BOM in October, 1991. I was so happy working with the elderly.

In May, 1997, I had the opportunity to work as a Therapy aide Monday thru Friday. My children were young and I grabbed the opportunity. Again, I loved it. After a few years, I moved into a Therapy Secretary position. I worked there until May, 2015, when I was asked if I wanted to work as an Administrative Secretary. I thought, what a great challenge in life. It was an opportunity to help so many people! I can honestly say, I love helping each and every fellow employee, visitor, resident, anyone that I am able to give a helping hand to! I look forward to coming to work every day.

I have been an employee at Brothers of Mercy for 29 plus years and have loved every minute of it. I started out as a CNA, went to a therapy aide then therapy secretary, then into administration as an assistant to the Executive Secretary, then moved to where I am now, Executive Secretary. I absolutely love helping anyone and everyone I can. What a whirlwind this last year has been! I certainly miss the family time, going to Sheas, taking a long weekend and going to NYC, but what I have learned most and am so thankful for is that I am able to come in to work every day and do what is most important, help the residents/patients that we are here for! I am thankful and proud that I am part of a wonderful Brothers of Mercy Family! Thank you to each and every one of you for all you do!

It is such a wonderful thing to have been a part of BOM for the past 30 years and with all of our great team effort to watch it grow. We do have a great team here and I am so proud to be a part of that team.

## NEW ASSOCIATES September • October • November

### Nurses:

Ava Gayle Green  
Rebecca Weimer  
Victoria Anderson  
Julia Janson  
Cheryl Klemenz

### Nursing Administration:

Anai Clark

### Therapy:

Carrie McCoy\*\*  
Claire Mangano

### Env Services:

Kassandra Platek  
Rebbie Nelson  
Samantha Cavaliere  
Joyce Pagano (MH)  
Alan Ground (SHH)

### Enrichment:

Meredith Howard  
Harold Jauch

### Transportation:

James Busch

### CNAs:

Jasmine Harris  
Ashley Hicks  
Kendra Thomas  
Lauren Jaszko  
Charita Bell  
Jazmine Ingram  
George Peppers  
Kiari Corchado  
Cassidy Moore  
Meiasha Moss  
Kiana Brown  
Furmond Bolden  
Julia Molik  
Cassandra Paige  
Reniya Allen

### Communications:

Shanda Adams (SHH)

### Activities:

Lynn Schafer

### Companion Care Aides:

Eloise Folan\*\*  
Diane Snyder

### Nurse Aide Trainees:

Dainna Ford  
DeWayne Brown Jr.  
Victor Jones Jr.  
Latiera Pullins  
Arionna Mushat  
Alexis Howard  
Rayniah Gates  
Darius Austin  
Lashanique Jones  
Nikia Leonard  
Rita Santiago  
Teona Myree

### Dining Services:

Caitlin Lofaso\*\*  
Julieanna Cartagena  
Destiny Gibson  
JaLynn Jeter  
Joseph Abt (MH)  
Jacob Bird (MH)  
Amanda Scalzo (MH)  
Dana Summers (SHH)

### Unit Clerk:

Diane Pallin

### PCAs Sacred Heart Home:

Samantha Graban  
Talaion Dean  
Samia Shawkat  
Michelle Bottelo  
Brittney Moon  
Levondria McLorn  
Mary Johnson (LPN) \*\*

\*\* Welcome Back

### Congratulations on completing our September and October Nurse Aide Trainee program:

David Andrews  
Tina Mayfield  
Charlene Caruso  
Shawane Gwathney  
Kaysha Coe

## BOM Staff and Departments Going Above and Beyond

At the Brothers of Mercy, customer service is the direct one-on-one interaction between a patient, family member or visitor and anyone they come in contact with.

First impressions are lasting impressions. So whether it be the front desk, a nurse, CNA, administrator, hospital screener or kitchen staff, a courteous and empathetic interaction can mean all the difference in the world to a patient or family member.

A couple of years ago, we implemented a system where staff members and departments could be recognized for their "above and beyond" service. The following individuals have been acknowledged for their extraordinary efforts in keeping the Brothers of Mercy 5-Star reputation intact.

**Congratulations to our "Customer Service Honorable Mentions" for September, October and November of 2020.**



The Human Resources and Employee Health Departments want to wish everyone a Very Merry Christmas and a Happy, Healthy and Prosperous New Year!

Tracy, Jacquie & Cheryl



## Customer Service Heroes - September 2020

Edith Lukowski - Activities  
Mary King - 3W Unit Clerk  
Sandra Lukasczyk - 3W CNA  
Selene Luper - 2E CNA  
Josie Hochadol - 2E LPN  
Dianelis Martinez - 2E CNA  
Kelly Velez - 2E LPN  
Lynda Borden - 2E LPN  
Zara Lohman - Activities  
Debra Carges - Housekeeping

Kristin Sorgi - Activities  
Lorena Diaz - 3W CNA  
PaulaMarie Lalka - Therapy  
Jessica Bond - Therapy  
Laura Waite - 2E CNA  
Leanne Dyrbala - 2E LPN  
Karen Berke - Receptionist  
David Chriswell - Activities  
Katie Worthy - Housekeeping  
Wendy Zito - Social Worker

Lashante Wilson - 3W CNA  
Mindy Shaw - 3W Nurse Manager  
Carson Garwood - 3W CNA  
Tanya Hinton - 3W LPN  
David Lawrence - 3W CNA  
Nicole Addeo - 3W CNA  
Amairanis Martinez - 3W CNA  
Marites Glassford - 3E CNA

**September Winner:** Leanne Dyrbala, 2E LPN and the 3 East Staff

## Customer Service Heroes - October 2020

Selene Luper - 2E CNA  
Mary King - 3W Unit Clerk  
Sandra Lukasczyk - 3W CNA  
Dianelis Martinez - 2E CNA  
Kelly Velez - 2E LPN  
Zara Lohman - Activities  
Kristin Sorgi - Activities  
Jessica Bond - Therapy

Daniel Bielecki - Dietary  
Lynda Borden - 2E LPN  
Laura Waite - 2E CNA  
Leanne Dyrbala - 2E LPN  
David Chriswell - Activities  
Lashante Wilson - 3W CNA  
Carson Garwood - 3W CNA  
Tanya Hinton - 3W LPN

David Lawrence - 3W CNA  
Amairanis Martinez - 3W CNA  
Elizabeth Santos - 2E CNA  
Edith Lukowski - Activities  
Amy Dykes - 2W Unit Clerk  
PaulaMarie Lalka - Therapy

**October Winner:** Daniel Bielecki, Dietary and the 2 West Staff

## CERTIFIED NURSING ASSISTANTS

**Congratulations on Newly graduated CNAs (September & October Programs)**

David Andrews  
Tina Mayfield

Charlene Caruso  
Shawane Gwathney

Kaysha Coe



# THANK YOU

## Creativity Translates into Halloween Fun



Spirits were high as music, festivities, costume contests and candy galore highlighted the day! We hope that everyone had a safe and enjoyable Halloween this year!



### BOM Independent Living Resident Celebrates 100th Birthday

BOM Senior Apartment resident Helen Graber celebrated her 100th Birthday last month! Friends and family gathered to celebrate with Helen, who turned 100 on October 11th, with cake, balloons and more. Helen is a remarkable woman who has lived independently at the BOM Senior Apartments for the past 22 years.

Helen has been a member of the Brothers of Mercy Senior Apartments Community for 22 years. As a cancer survivor, Helen considers her positive outlook and strong attitude as the driving forces which keep her going independently daily.



Mary Baty, Helen Graber and her "Younger Sister"

### "Pink Day" at BOM supports Breast Cancer Awareness



Employees and residents of the Brothers of Mercy Wellness Campus sport their favorite pink shirt or sweater during "Pink Day" this past October in support of Breast Cancer Awareness Month.

Brothers of Mercy residents, employees and friends showed their support for Breast Cancer Awareness by wearing pink that day. Participants also donated \$1.00 which went directly to The Breast Cancer Network of WNY, a total volunteer-based organization.



A very special "Thank you" goes out to all who participated in this great cause!

### Fall Outdoor Job Fair was a Huge Success

Brothers of Mercy hosted an outdoor Job Fair in September. Participants learned about career opportunities along with the great wages and benefit packages that come with the job. This Socially-distanced outdoor Job Fair featured openings in the Nursing (RN, LPN, CNA), Dietary, Laundry, Housekeeping and Activities Departments.

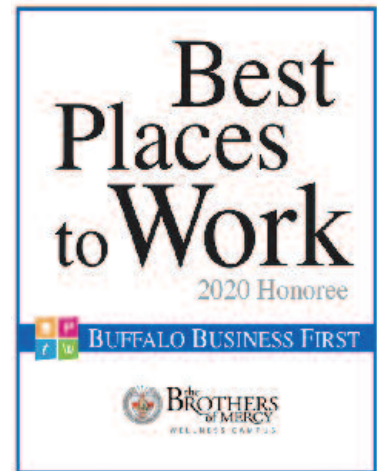
People came from all over Western New York to see why the Brothers of Mercy is such a special place to work.



### Brothers of Mercy Selected as “Best Places to Work 2020” Honoree

Brothers of Mercy has been selected as a Buffalo Business First "Best Places to Work in 2020" honoree. Buffalo Business First selected Brothers of Mercy based on their employee accomplishments. Employees were asked to complete a workplace engagement survey, which was developed, collected and calculated by a company called Quantum Work Place, based in Omaha, NE.

The survey measures six key engagement categories focusing on communication, employee needs, manager effectiveness, personal engagement, team dynamics and trust in leadership. In order to gather statistically sound results, companies must reach a minimum level of employee participation, based on total number of employees, to be eligible as a finalist.



### Foundation Director Nancy Gugino on Buffalo's Own WBBZ



Nancy Gugino was a special guest on WBBZ's "The Big Picture" last month. The show is hosted by Judge Penny Wolfgang and features many local business leaders discussing various topics.

During the show, Nancy talked about recent Brothers of Mercy activities, the new Assisted Living and Memory Care community, along with the upcoming (at the time) Care-A-Thon 2020.

Advisory Council member, John DiScullo was instrumental in giving Nancy the opportunity to be on the show. A special thanks to John for his efforts.

### Thank You Odd Fellow & Rebekah Benefit Fund

Last year the Brothers of Mercy in Clarence was awarded a \$300,000 grant award by the Odd Fellow & Rebekah Benefit Fund. This generous gift was used to fund a brand new assisted living wing, part of the Brothers of Mercy Memory Care & Enhanced Assisted Living Community.

Here CEO, Peter Eimer and Foundation Director Nancy Gugino accept Phase 2 payment from Gene Urban of the Odd Fellow & Rebekah Benefit Fund.



### Another one of Ashlie's "Life Lessons"

Life Enrichment Director extraordinaire (Montabaur Heights, Sacred Heart Home and Senior Apartments) Ashlie Kohlhausen, was featured in the Employee Spotlight section of the summer 2020 newsletter. Her list of "exciting life experiences" was a big hit. Never one to disappoint, here is Ashlie's latest "Life Lesson".

*"When mowing your lawn, don't put plastic furniture in the fire pit... especially the day after you've had a campfire. The coals are still hot and the chair will start on fire!"*



### Congratulations to Commodore Tom



Commodore Tom McGuire

Tom McGuire, resident at BOM's Montabaur Heights, attended a Commodore's Punch Party at the Sandy Beach Yacht Club earlier this month. A member since 1964, Tom became their Commodore in 1972.

Tom carries the distinguished honor of being the Club's oldest living past Commodore. Congratulations Tom!

### Happy Anniversary James and Mary!

Please join us in wishing a very Happy Anniversary to James and Mary Horner, residents at BOM's Sacred Heart Home and Skilled Nursing Center, who celebrated their 66th wedding anniversary recently! This beautiful sign was hand made and gifted to them by BOM's Activity Leader, David Chriswell. Happy Anniversary to these two very special residents!



### David Rogers appointed to the Brothers of Mercy Board of Directors



David Rogers

David Rogers was recently appointed to the Brothers of Mercy Board of Directors. Rogers is a co-founder and a member of the Board of Directors of Life Storage, Inc. (formerly Sovran Self Storage), one of the country's largest providers of self-storage services.

David served as CFO at Life Storage from 1984 to 2012 and was its Chief Executive Officer from 2012 to 2019. He also serves on the Boards of the Catholic Health System of WNY, the Old Fort Niagara Association, the Life Storage Foundation for a Better WNY, Read to Succeed Buffalo, the Buffalo Niagara Partnership and WNY Heritage Magazine.



### MH Residents attend Rehab Seminar

Therapists Lauren, Jennifer and Rachel from the Brothers of Mercy Outpatient Therapy Clinic held a clinical last month at BOM's Montabaur Heights, where they helped residents with balance and walking tests, along with adaptive equipment checks!

So many residents on our Wellness Campus have benefitted from the amazing services that these dedicated therapists offer, including physical, speech and occupational therapies.



## EMPLOYEE REFERRAL BONUS PROGRAM

Now Hiring PCAs, HHA's,  
Med Techs, LPNs & RNs

**How would you like to  
Earn \$1500?**

Did you ever consider yourself as a recruiter?  
How would you like to earn \$1500, and at the same time  
help us ensure a stable workforce?

Referral bonus program for **ALL CURRENT EMPLOYEES**  
who refer direct care positions:

NAT, CNA, LPN, RN

See HR for details



# The Perfect Holiday Gift Combo!

Brothers of Mercy is excited to introduce their first cook book: "A Taste of Love" – a collection of recipes from the Brothers and family of BOM residents, staff and volunteers. Available now at the Montabaur Heights Gift Shop, the BOM White House, or you can place your order through Joanne Turski at (716) 759-6985 ext. 258, or email [jquartley@brothersofmercy.org](mailto:jquartley@brothersofmercy.org)



## BROTHERS of MERCY

### *"Taste of Love" Cook Book*

A collection of recipes from the Brothers and Brothers of Mercy family of residents, staff & volunteers.

### *Extra Virgin Olive Oil & Muffuletta Mix*

100% Natural, unrefined, California-grown olive products

This trio makes the perfect holiday gift!  
Bundle all 3 for \$40 :

**SHOP AT [BROTHERSOFMERCY.ORG/OLIVE-PRODUCTS](http://BROTHERSOFMERCY.ORG/OLIVE-PRODUCTS)**

*For A Good Cause:* All proceeds benefit BOM patient care



*Christmas is a special time of the year and we wish you all the love and joy of the holiday season!*

***Merry Christmas  
and  
Happy New Year!***