

Brevillier

View

Non-Profit Housing & Healthcare



PHILOSOPHY

We are dedicated staff and volunteers who serve older adults with dignity and respect while following a not-for-profit mission of the Episcopal Church.

MISSION

Through uncompromising attention to body, mind, and spirit, Brevillier Village meets housing and healthcare needs in a homelike atmosphere.

Adopted by Brevillier Village March 17, 1993



GROWING THROUGH LIFE TOGETHER

By: Maureen Rizzo, Director of Development

What an exciting summer it has been! There is never a dull moment on the grounds, or in the buildings at Brevillier Village. We look forward to this time of year to embrace the warm months and enjoy the superbly landscaped grounds. Each department makes an imprint on the lives of others here and it's much larger than anyone can fully grasp while in the moment. Working in non-profit healthcare is not something that is often glamorized or sought after for monetary advancement. It is a profession chosen because we are made different. Therefore, we are designed to serve in roles that are complimentary. While the term caregiving indicates we are "giving" of our time, love, and skills, those who work at Brevillier know that ultimately, we receive back so much more in return.



As we approach the evolving cycles of the Baby Boomer generation, it comes as no surprise that we are in the middle of great changes within our industry. For years there have been discussions, research panels, strategic planning committees, both at large internationally and on the local levels. What does this mean for seniors in our community?

At Brevillier Village, our dedicated team of leaders are proactively preparing for the extreme shifts taking place. The demand for care will soon outweigh the available number of caregivers, and we are taking this reality very seriously. Our leadership staff consists of a balanced group of those who have been in the field for decades and some who are fresh in their careers. With this mixture of experience-based expertise and those who are applying their own education-based theories, we remain optimistic. Recently the Brevillier Village Leadership Team was featured in the Business Magazine highlighting our historical roots and impact on the community. Caregiving can be much like the cycle of a garden, as our Leaders tend



GROWING...

(from page 1)

to their department staff and share in the collective hope of maintaining our delivery of person-centered care Mission. But like gardening, to see the benefits it takes time and patience.

"Don't judge each day by the harvest you reap, but by the seeds you plant."
Robert Louis Stevenson

LEADERSHIP MESSAGE

By: Jeff Wieser, President/CEO

The changing of a company's mission and philosophy is not something that should be taken lightly. These items have the sole purpose of providing guidance and an overall feel for the organization and its operations. Brevillier Village recently revised its philosophy. The process of the change started about a year ago with our strategic leaders and members of the Boards of Directors. As a team, we reviewed the philosophy word by word and how it relates to our daily operations. The Boards of Directors embraced our recommended revisions, and it became part of our operation on May 16th of this year. Our revised philosophy is now stated as follows:

We are dedicated staff and volunteers who serve older adults with dignity and respect while following a not-for-profit mission of the Episcopal church.

This single sentence encompasses everything we are about and what we do every day. We are dedicated staff and volunteers. This simply states we realize we can't do it alone. We recognize the talents and gifts a volunteer can offer that will complement the care we provide. We are always looking for these individuals that give of themselves and ask for nothing in return. Their help, coupled with our caring and compassionate staff, provides a priceless team for our residents.

Dignity and Respect has been part of our organization for years. It has its roots in the "golden rule" but it's not something that comes secondhand to today's society. It is something we teach to all our staff and volunteers and something we strive for in today's diverse culture. It is the basis for our interactions and a good practice to live by.

The not-for-profit mission gives us the mindset that it is not about money, it is about caring for people and for the individual with dignity and respect. You will not be a number when you're at Brevillier. Caring for someone is one of the highest honors bestowed upon us. That doesn't mean we don't have to worry about money and funding, it simply means decisions are based on what's best for our residents and not on how it affects our bottom line. As a supplement to our bottom line, we rely heavily on your donations, and we are also grateful for that support.

The original roots of Brevillier Village are entirely based on the vision of the Episcopal church and Katherine Brevillier to provide housing and healthcare for the elderly. Our campus would not be possible without the original gift from Katherine Brevillier and the church leaders that expanded her vision to leave a legacy of caring for others. The Brevillier team has taken it from there and her legacy is now carrying on into its sixth decade. 🌿

The symbolism between caregiving and gardens can be seen in full circle by looking at the newly installed resident raised garden beds at Conrad House. Once an empty space, now is fully grown and yielding healthy produce and vibrant flowers for all to enjoy. The garden space created by Conrad House residents speaks volumes of what it means to be a community of caring and the boundless potential that is created when people come together. Seeing the space is quite remarkable when we consider the work it took getting it to its current state. Just as Katherine Brevillier had a vision, the residents also had a vision that would one day bring people together. This is especially impressive when we recognize that like a seed, we all have the ability to create a nurturing environment for others. The leaders at Brevillier Village, both past and present choose to dedicate their time and skillset by tending to department needs. It is our goal to keep our residents and staff thriving through collaborative efforts and communication. 🌿



TEAM RAD CHAMPION OF THE YEAR 2023

For the past three years Team RAD has honored staff members who have faithfully demonstrated Respect and Dignity. Votes were collected in December and unanimously our Champion for 2023 is Dennis Rodland! Anyone who knows Dennis would agree, he is made of pure gold! Dennis has been a part of our Brevillier Village family for the past three years. He takes



pride in his home at Conrad House and even more as a staff member and volunteer. He goes out of his way to treat everyone he encounters with kindness, inclusivity, joy, and compassion.

In addition to Team RAD Champion of the year award the committee decided to incorporate a Star of the Month Award for an employee voted by their peers. Each month an individual has been recommended and votes tallied. The Star of the Month Award goes to someone who is willing to go the extra mile, models Respect and Dignity, and truly cares about the work they do at Brevillier Village. Listed are those who have been chosen as Star of the Month and some kind words others have shared.

February: Venessa Cochran, Dining Services "Venessa goes above and beyond to help her department." "She always has a smile on her face." "Quick to jump in and help a co-worker."



FREE MESSAGES

Great Lakes Students came to Brevillier Village on Friday, April 26th to give our staff a free massage!! This was a coordinated effort by Angela Lingenfelter on behalf of Team RAD to show our staff members how much we appreciate all the work they do for the residents and for each other.




March: Samia Jibul, PCA "She is a good caregiver, also has a lot of patience with the Residents. She is so sweet with taking care of them. She always Goes beyond with everything." "Samia is always so caring to the residents. She is always trying to make them happy!"

April: Saida Harper, CNA Saida recently transferred from our recreation department into nursing. She attended the CNA class through HVA and now will be taking care of our residents as a certified nurse aide. "She goes above and beyond for resident advocacy; knows residents wants and needs remarkably well." "Saida is AMAZING! I never see her not smiling. She is always welcoming to our residents and treats them with so much love, respect, and is so caring."

May: Karen Rodland, Housekeeping "What's not to love about Karen – she's the light of Ball Pavilion. Always running around here smiling and trying to make others smile." "Always offering a helping hand." "Even if she is really stressed you would never know, she always keeps a smile on her face and is great with the residents."

June: Aubrie Olson, Dining Services "Aubrie goes above and beyond to share her kindness with others!" "She is selfless and makes work fun."

July: Josh Lencki, Grounds "We are fortunate to have Josh with us. He does his best in all of the extreme elements to keep our grounds looking pristine." 



HUMAN RESOURCES UPDATE

By: *Miranda Whaley, MPA Director of Human Resources*

"Life is like riding a bicycle. To keep your balance, you must keep moving." –Albert Einstein. At times, it felt a bit like that bicycle was on fire, but I made it through the year with minimal scarring! As with any transition—especially in leadership roles, there are many challenges to overcome. Two of my biggest challenges, beyond obviously learning the job and all it entails, was tackling recruitment and turnover. Adequate staffing is of course paramount in any industry, but especially one that is required by law to have specific staffing ratios that directly impact Medicare and Medicaid reimbursements to help us provide care to our residents. While there is still a long way to go, I am happy to share that we have welcomed approximately 40 staff members since I started in June of '23 and our turnover has decreased by about 20%.

I'd love to see that turnover percentage continue to fall, so one of my goals this quarter is to finalize plans for reinstating in-person orientation. For the last few years, the bulk of our orientation has been done virtually through our HR and payroll system, Paylocity. This was quite an asset during the time-that-shall-not-be-named (anyone else a Harry Potter fan...?) but now that we're allowed to be in the same room together, I'd like to encourage that. So much of what makes Brevillier Village beautiful is easy to miss when you're reading and clicking through forms on a screen. The goal will be for leadership to connect with a group of new hires and share the Brevillier story in a way that helps illuminate why they chose to work with us. I'm hopeful that this process will help them better understand our expectations, feel more welcome, and (maybe most importantly) recognize the value in purpose-driven work. 🌿

MEET OUR NEW LEADERSHIP STAFF



Eric Dickerson
Director of Dining Services

My name is Eric Dickerson, I am the Director of Dining Services here at Brevillier Village. I previously have served as Executive Chef at Edinboro University and before that I was in the same position at Asbury Springhill. I have had a very long career in the foodservice industry. As a graduate of Johnson & Wales University in 2000, I have worked in every facet of the industry ranging from standalone restaurants to college and universities, as well as resorts, and senior living communities.

In my spare time I enjoy cooking, spending time with my wife and two boys, and watching sports of any kind. I love sport and competition; I believe it is what helps us improve as professionals.

I hope in my time here at Brevillier I can enhance the dining experience here. This includes increasing the quality of our special events and activities, but also our everyday dining

experience. I want to see our menu feature new food items that will please the palate but also open our residents to foods they may have never experienced before. Lastly, I want to grow a team here in dining that is together a long time, and we build a reputation in Erie for being one of the best Communities around. 🌿



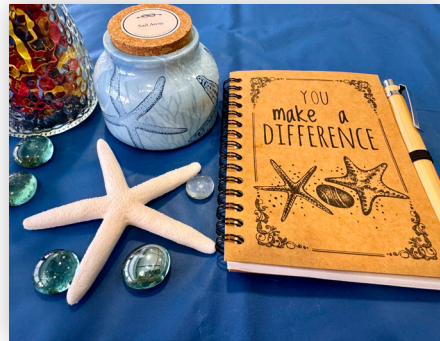
Dianne Blanchard
Physical Therapist



Grace Clark
Social Worker

VOLUNTEERS

During the year 2023 there were 3,829 volunteer hours and 47 active volunteers at Brevillier Village. Our programs are made possible through the donated time from these individuals. Our volunteer opportunities extend throughout the entire Village. Areas include recreation, dining services, clerical, events, groundskeeping, and resident assistance. Our volunteers are



residents, their loved ones, friends, staff, and others from the community. They are school groups, local parishioners, students, families, and individuals. Whether they serve on our board of directors, escort residents, serve

as floor reps, or help with craft projects, all volunteers are valuable assets to our programming. We would not be able to provide many of the programs that we do without the support and dedication of our volunteers. When you see a volunteer around the Village this month, be sure to thank them for all their dedication and truly making a difference!



April is Volunteer appreciation month. This year current volunteers were invited to celebrate their dedication to our mission with a luncheon and token of our appreciation. We are forever grateful for your support!

This summer we have had several junior volunteers helping throughout the Village. We appreciate the help and interactions shared from the following individuals. Sharing their time with our residents and staff during summer break is commendable.

Bridget Brieger, Levi Gilchrist, Kiona Grinnell, Memphis Kahler, Josie Nolan, Riley Patmore, Violet Rizzo, Kate Shannon, Ellie Shannon, Lucas Spellman, Isabella Taylor, James Taylor, Ethan Tokarczyk

CONGRATULATIONS TO BISHOP ROWE

By: Jeff Wieser, CEO/President

Brevillier Village is pleased to congratulate Bishop Sean Rowe on his appointment to be the 28th Presiding Bishop of the Episcopal Church. Bishop Rowe has been serving both the Northwestern Pennsylvania Diocese and the Western New York Diocese for the past several years as their Bishop.

The history of Brevillier Village is deeply rooted with the Episcopal church and the Cathedral of St. Paul. Bishop Rowe has been a great advocate of Brevillier Village in spirit as well as offering his guidance and support of our organization. Bishop Rowe has always taken an interest in our mission and has helped strengthen our relationship with the Episcopal Church in his tenure. We are grateful for all the religious services he has conducted on our campus for our residents. We are also grateful for his support of our joint venture with the Catholic Church to place Deacon Chuck Adamczyk in the Village. This spiritual program would not have been possible without Bishop Rowe's consent and support.

Bishop Sean's wife Carly has also been a great supporter of Brevillier Village. She has served on our Board of Directors for several years. She served on the Brevillier Village Foundation Board from 2007-2014. She was Board Chair from 2012-2014. She then served on our Conrad House Board of Directors from 2014-2018. She rejoined the Brevillier Village Foundation Board in 2021 and is currently a member. She was an integral part of helping our essential workers get through the pandemic by orchestrating the delivery of box lunches and other treats several times for the Brevillier staff.

Although we are sad to see Bishop Sean and Carly eventually leave the Erie area, we are excited for their new opportunity to lead and grow the Episcopal Church. On behalf of the Brevillier family, thank you Sean and Carly for everything you've done over the years in support of Brevillier. We are truly grateful. 🌿

STAFF

HALL OF FAME CLASS OF 2024

Brevillier Village is proud to honor this year's class of 35, 25, 20, 15, 10, and 5 year service employees:

35 YEARS

Martha Colliss - 1/16/1989

30 YEARS

Amy Learn - 10/4/1994

25 YEARS

Nancy Steele - 8/2/1999

Michele Latzo - 10/6/1999

Jessica Smith - 10/13/1999

20 YEARS

Carol Bond-Masters - 2/5/2004

Patty Watson - 4/13/2004

Colleen Herman - 6/15/2004

Jammi Kosiorek - 10/20/2004

15 YEARS

Deborah Learn - 6/30/2009

Stephanie Sweeney - 7/2/2009

Allison Duda - 9/23/2009

Lealyn Hinkler - 11/3/2009

10 YEARS

Simeon Castano - 5/13/2014

Joshua Lencki - 10/21/2014

Angela Przybyszewski - 10/2/2014

Tiffany Stora - 12/22/2014

Cheyenne Kopta - 12/5/2014

5 YEARS

Christina Crockett - 1/30/2019

Belinda Baldwin - 3/12/2019

Dani Seibert - 5/7/2019

Heather Hulings - 7/5/2019

Michael Molitoris - 8/13/2019

Rebecca Wargo - 9/6/2019

Emily Maloney - 9/12/2019

Janeen Himrod - 9/12/2019

Andrew Achille - 11/19/2019

Kelley Crozier - 12/2/2019

Trysta Bizzarro - 12/16/2019



Sim Castano 10 Year Pin



Belinda Baldwin 5 Year Pin

OUR ANNUAL BOWLING TOURNAMENT

was held on May 9th. This social event encourages staff bonding outside of the Village. Food & cash prizes, including a 50-50 raffle are part of the incentive, not to mention having FUN!



CELEBRATED STAFF WEEK JUNE 16 - JUNE 22:

Our special events committee dedicated an entire week to celebrating our staff. From little treats, kind messages, to costume contests there were a variety of ways our team greeted each day with gratitude.

BRIDGING THE GAPS - WELCOME, EZRI YUEN

We are very happy to introduce to you, Ezri Yuen. She is our current "Bridging-The-Gap" student intern from LECOM. It is nice to have her with us, as you can see, she fits in quite well with the residents. In the photograph Ezri works with the recreation staff by giving one of our residents a hand massage and manicure.

From Ezri:

"Since my first day, I have been surprised at the level of sympathy and care that the employees here have towards the residents. Working with patients that are entirely or mostly reliant on nursing or aide care for every action from toileting to eating can be extremely demanding and difficult at times. However, I have seen the staff here approach interactions with residents with patience and understanding of their situation, which in my experience is uncommon for a nursing home setting. There are of course times where frustration can get the best of it, but I think for the most part everyone tries their best to give the best quality of care to the residents. From day one I have been looking for the similarities between Brevillier and my family's previous experience with nursing homes and have not found many.

I have also asked several residents that I have gotten close to how they like living here and there has been a consensus that they love living at Brevillier. The first thing they mention is that the people are nice here, which means that what I was feeling from the staff is also felt by the residents. They mention specifically that people say hi to them when they pass by and almost always by name. The second thing they said was that there is always something to do every day led by the recreation staff. They did not feel extremely bored living at Brevillier because there was an activity to look forward to every day. While the activities are usually the same week to week such bingo, trivia, and bowling, those are all activities that they enjoy so they don't mind.



Something else that one of the residents mentioned was that they felt like they had choices here. I think it is easy for nursing facilities to let the residents live in monotony or force them to do activities or eat foods they do not like because they have no other options. I did not really notice until she said it, but they do give other options in case people do not like what is for lunch, and they can choose to participate in activities or other things going on for the day. I found that the independence of choosing was the most surprising thing during my experience at Brevillier. Specifically in dining, not only does it require more planning, but it is also more costly to offer other options than what is planned as a meal for the day. I find that is just one of the ways Brevillier tries to preserve the independence of the residents." 🌿

ACTIVITIES SCHEDULE

- Annual Sunset Service – Sunday, August 11th, 6 pm
- Memorial Service – Early November
- Conrad House Craft Sale – Saturday, October 5th
- Book Sale – Friday & Saturday, November 1st & 2nd

RESIDENT LIFE & ACTIVITIES



SOLAR ECLIPSE

April 8th



STRAWBERRY FESTIVAL

Thursday, June 27th



PURPLE MARTIN FESTIVAL

Friday, June 28th



CH GARDENS SPRING



COMMUNITY BLOOD BANK

Brevillier Village is proud to be a partner with the Community Blood Bank and has been hosting drives for several years. Did you know, 62% of the population is eligible to donate, but less than 2% do in our community. That means you can be a change maker in the battle against blood shortages! It takes just 30-45 minutes from check in to refreshments. You are eligible to donate again in just 56 days. Walk-ins are always welcome! Upcoming dates are: 8/5, 10/24, 12/19 🌿

IT UPDATE

By: Jenn Schultz, IT/Administrative Assistant

Information Technology (IT) by definition refers to any hardware, software, or service that is used to process, store, secure, generate, or transmit information. In the last 50 years, information technologies have advanced rapidly and are an essential service.

IT at Brevillier Village supports the infrastructure and devices needed by staff but has also advanced many outreaches to both resident care and resident comfort. Technological advancements have drastically changed the structure and organization of the healthcare industry and allow staff to perform their jobs and care for residents more efficiently. Technology streamlines communication and processes. These efficiencies let staff focus on more critical tasks and quality resident time.

Payroll and human resources have recently upgraded software. This all-in-one platform includes payroll, benefits, human resources, time and attendance, and employee experience. The reduction of manual data entry and errors ensures accuracy and compliance. Automated attendance, scheduling and time off request eliminate unplanned labor costs and reduce compliance risks. Employees can claim and swap shifts in real-time, as well as access their payroll and HR data. The mobile app allows staff to update personal information, request time off and access paystubs and tax forms. Human Resources tasks and information collection is now automated, workflow of onboarding, offboarding, position changes, certification collection can be done in one place.

Brevillier Village can provide phone, cable, and internet services to the residents. These services on-site allow reasonable installation and troubleshooting times at a cost-efficient price. If you need more information on these services, please contact your building social worker or administrator.


Electronic Medical Records (EMR) are electronic versions of a resident's medical record. EMRs play a crucial role in ensuring

HIPAA compliance, enhancing resident care and improving efficiency. With the ever-changing trends and regulations in healthcare, having your care on one platform is critical. Nursing, Social Services, Dining, Rehab can all communicate their care in one place! The use of mobile technology (tablets, smart phones) ensures real-time data that allows proactive, preventative, and collaborative care. Integration with practitioners and pharmacy ensures quality and compliance.

The Rehab Department utilizes electronic records for their services and billing. This software provides assessments, needed visits, progress and realistic goals. This allows the focus to be on the residents and not documentation and compliancy.

Barnabas Court has completed an update to the nurse call system. Resident safety and security benefits from this system which offers both audio and visual notifications, including location. With the mobile app, caregivers can quickly and easily see who needs help. Pull stations and buttons located in all rooms, public areas, bathing areas provide residents and staff the ability to immediately request assistance. Alerts are sent immediately to desktops and mobile devices, and call lights outside the rooms are lit. We are excited to complete this phase and are planning to extend this to Ball Pavilion.

Barnabas Court has also implemented and updated their door access system. WanderGuard sets the standard for keeping wander-prone residents safe, while allowing dignity and freedom. When a resident with a bracelet approaches a monitored door, the system alerts caregivers, and more importantly automatically denies access to the outside. Again, Brevillier is planning to extend this to Ball Pavilion as well.

As always, implementation of these systems is costly. New technology allows caregivers to work more efficiently to deliver the best care. Please reach out to Maureen Rizzo at 814.899.8600 for ways you can help bring this to reality. 

Seniors are encouraged to utilize the following contacts and links below.

Rep. Bob Merski 2nd District/Erie County - Constituent Services for Senior Citizens
3921 Buffalo Rd. | Erie, PA 16510-2002 Ph. (814) 455-6319

- **Property Tax/Rent Rebate Program** - www.revenue.pa.gov/IncentivesCreditsPrograms/PropertyTaxRentRebateProgram
- **PACE: PA's Prescription Assistance Program** - www.aging.pa.gov/aging-services/prescriptions
- **Pennsylvania Yellow Dot Program** - www.penndot.pa.gov/TravelInPA/Pages/Yellow-Dot.aspx

DEPARTMENT UPDATES

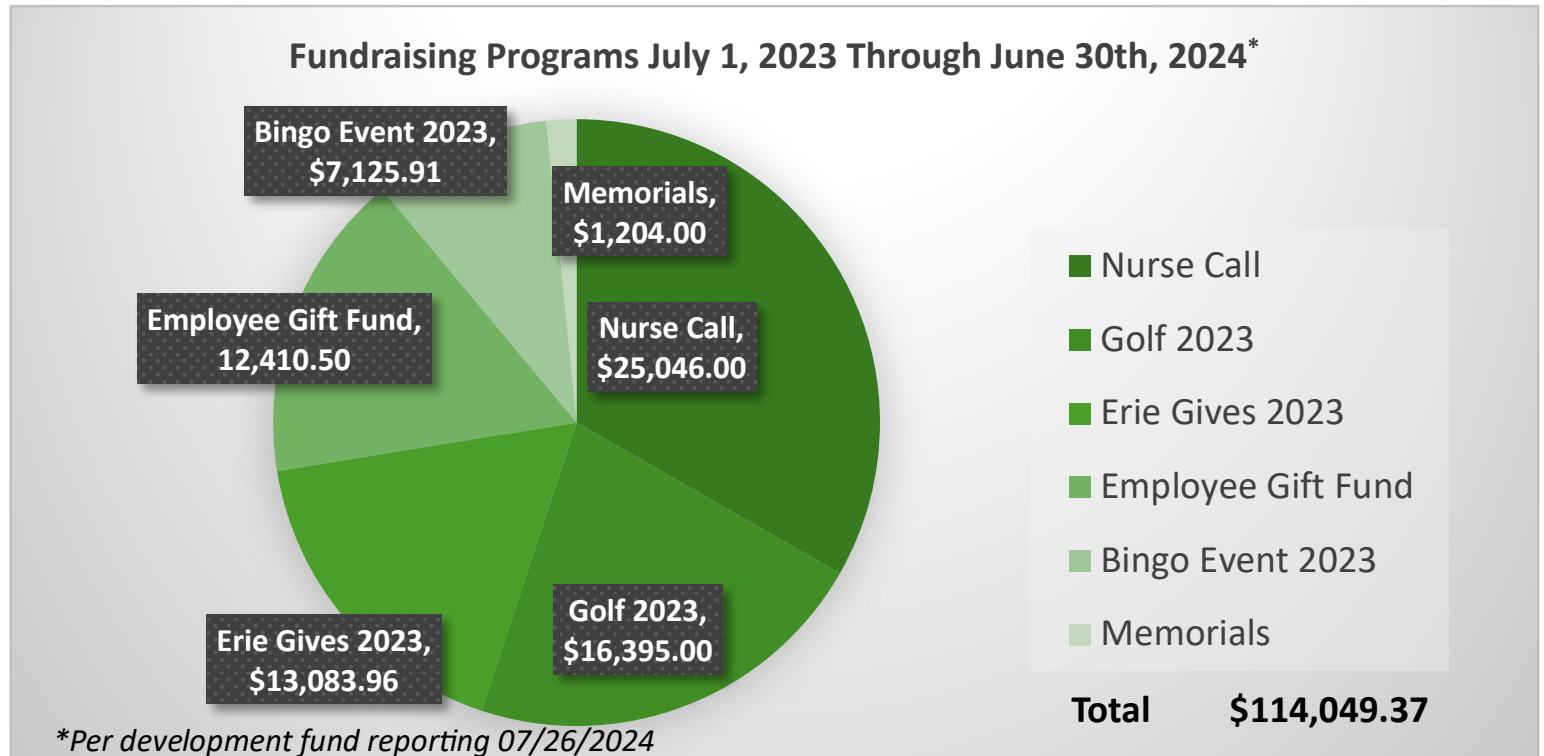
DEVELOPMENT

By: Maureen Rizzo, Director of Development

As a non-profit organization we are fueled by the motivation of our staff, volunteers, residents, and their loved ones. Our vibrant presence in the community as an industry leader sets our senior services apart from others. We attribute our success to the dedication of those who are an active part of our day-to-day operations. Staff from all departments contribute through their tireless efforts in caring for our residents. Board members support administrative decision-making and crucial financial investments. Volunteers keep our Village operating with an added emphasis on entertainment, activities, and intergenerational programming. The stewardship from our entire community enhances the delivery of our services and overall experience at Brevillier. Listed below, you can see a visual of the fundraising areas during our last fiscal year. These fund programs are specific designations

for donations that support resident activity, safety and security, staff enrichment, and current projects. Donations can be made to the Village in honor or in memory of your loved one at any time using our website or by visiting any of our front offices. For more information on donating, please contact Maureen Rizzo (814)899-8600 or by email at mrizzo@brevillier.org. Thank you for your continued support.

On the page to the right, you will see the annual Erie Gives Day check form. Proceeds from donations received this year will be used to support our grounds and facilities updates. We are in the middle of several projects to update parking lot lighting, elevator upgrades, and security features throughout our campus. Your donation will expedite completion of these investment projects. 🌳



Thank you for your continued support. We could not do it without you!

ERIE GIVES CHECK CONTRIBUTION FORM

GIVE TO YOUR FAVORITE ERIE GIVES NONPROFIT(S) BY CHECK AND 100% OF YOUR DONATION(S) WILL BE GIVEN TO THE CAUSE(S).

PLEASE MAKE YOUR CHECK PAYABLE TO THE ERIE COMMUNITY FOUNDATION AND EITHER MAIL OR DELIVER TO THE FOUNDATION OFFICES AT 459 WEST 6TH STREET, ERIE, PA 16507 BY FRIDAY, **AUGUST 9, 2024.**



First Name(s): _____ Last Name(s): _____

Mailing Address: _____

City: _____ State (Abbreviated): _____ Zip: _____

Phone: _____ Email: _____

Check Number: _____ Contribution Total \$: _____

How you prefer to be identified: _____

Example: Jayne & John Doe | John Doe | Anonymous

Erie Gives Nonprofit(s) Name(s) from ErieGives.org	Gift Amount
1. Brevillier Village	
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2023-24 BOARD OF DIRECTORS

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Melinda Hall, <i>Secretary</i>	Judy Krahe
Glenn Chichester	Jim Winarski
Terry Bishop	Tom May
	Christine Palatella

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Tuesday, August 13th, 2024

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Apartment Complex 2022 • 2023
Rehabilitation Facility 2020 • 2021

Readers Poll
WINNER
Retirement Community
2017 • 2018 • 2019 • 2020 • 2021 • 2022 • 2023