

InSight

News About Emerald Communities, Emerald Heights and Heron's Key

BOARD RETREAT 2024 RECAP

In late October, the Board hosted their retreat of the year at Emerald Heights. During the event, our Resident Councils from both communities had the opportunity to meet and greet the Board before the session began.

Below are the Board's renewed priorities:

- 1 **Mission Fulfillment: Growth, Expansion, and Affiliation**
- 2 **Board Succession Planning**
- 3 **Board Effectiveness**



Following the retreat, our Executive Team, along with Board member Daphne Schneider, traveled to Nashville for the annual LeadingAge conference. At the conference, Lisa Hardy was a panelist in the session *From Master Plan to Reality—Assembling the Right Team to Execute Your Organization's Vision*, alongside investment bankers from Ziegler and architects from Rice Fergus Miller. Daphne Schneider also participated as a panelist in a session on *Board Effectiveness*.

Both sessions were well-attended and received enthusiastic feedback, with both speakers representing Emerald Communities with distinction.

NEW DEVELOPMENT UPDATES

LUANA KAI – HAWAII

Emerald Communities and the Luana Kai Board have identified a potential site for a new Life Plan Community. We are in discussion with the site owner about feasibility.

EASTSIDE – WASHINGTON

We've been approached with a promising opportunity to develop a site that would serve as a satellite location to our existing Emerald Heights community. We are currently assessing the feasibility of the project and plan to provide an update in early 2025.

BOISE – IDAHO

While we continue to explore potential sites in Boise, the two other development options are taking priority at the moment. Our primary goal remains to identify a location that is attractive to prospective residents, appropriately zoned for senior housing and available at the right price point.

EXPANSION UPDATES

Heron's Key Phase II

Our Heron's Key community continues to enjoy an impressive 96% occupancy rate and our board will be meeting mid-January to review the feasibility of the project. If all looks good, presales would launch February 2025, with a goal of securing reservations for 75% of the total units. Construction would begin in 2026, and we would anticipate a grand opening and move-ins by 2028. If you know anyone interested in joining our vibrant community, please direct them to our Marketing team.

Emerald Heights – Courtyard and FirView

Emerald Heights is currently operating at 93% occupancy, with many residents having already moved to the Corwin Center to secure priority placement when the new FirView Building for Assisted Living opens. We expect to begin transitioning our internal residents to FirView in early spring. Additionally, we are now accepting reservations for internal residents and waitlist deposits for external prospects.

The Courtyard building has seven one-bedroom units available.



NEW CULTURE STATEMENTS

As highlighted in our Spring issue, the Emerald Communities Board appointed two task forces to create distinct culture statements for our communities. Here are the finalized statements:

EMERALD HEIGHTS

“At Emerald Heights, we cultivate a welcoming and caring community where meaningful relationships and a sense of connectedness thrive. Nestled in a serene natural setting, our residents embrace diverse lifestyles through active living, volunteerism, and vibrant experiences, fostering an inclusive environment.”

HERON’S KEY

“Heron’s Key residents and staff work together to create a supportive and compassionate environment, embracing diversity and sustainability. We prioritize fun and keeping our minds and bodies active, enjoying the nearby ponds and wetland woods that complement our welcoming atmosphere.”

These new statements reflect our unwavering commitment to inclusivity, community and personal growth, ensuring that all members feel valued and empowered.

LEADERSHIP ANNOUNCEMENTS AT EMERALD COMMUNITIES

Interim CEO/President – Al Chambard

As many of you know, Lisa Hardy, our CEO/President, who is set to retire in 2026, is currently focusing on her health. We are fortunate to have Al Chambard, our former CFO, stepping in as Interim CEO/President for the next few weeks. The search for a permanent CEO/President to succeed Lisa is already underway.

Corporate Technology Officer (CTO) – Brad Beck

Earlier this fall, we were pleased to welcome Brad Beck as our new Corporate Technology Officer. In this role, Brad will meet with the Technology Committees and lead our technology strategy, enhancing our digital capabilities and ensuring that we stay at the forefront of technological innovation. His expertise will be vital in aligning our technology initiatives with our broader business goals.

Corporate Controller – Corey Weisner

We are excited to announce the return of Corey Weisner to Emerald Communities as our new Corporate Controller. Corey previously served as the Director of Financial Planning and Analysis in 2022. With a wealth of experience in accounting, budgeting and financial planning, Corey has worked at Ste. Michelle Wine Estates and Trident Seafoods, among other organizations.

A WARM WELCOME TO THE NEW TEAM MEMBERS IN OUR COMMUNITIES

Through their hard work and dedication, our staff members play a vital role in making our communities such desirable places to live and work. We are pleased to welcome our latest hires.*

The following employees were hired over the past seven months at Heron's Key:*

Adrien Warren - Transportation
Aleia Ludwig - Server
Alinea Paquette - Dietary Aide
Alyssa Kageler - RN
Amy Taylor - Dietary Aide
Baltimore Escobar - Transportation
Emily Addington - Dietary Aide
Grace Rusdal - EVS Tech

Jack Learned - Server
Jody Wilson - RN
Justin Bowerman - Line Cook
Kristin Lassley - NAC
Landon Wysham - Dietary Aide
Laura Hammond - Marketing Associate
Lisa Meinecke - Director of Resident Services
Lorelei Yeager - Server

Lori Jose - Line Cook
Luke Gunzel - Maintenance Technician II
Maggie Good - EVS Tech
MaryAnn Berosh - Server
McKinley Stalker - Server
Raymond Reck - Dietary Aide
Robert Menendez - Lead Cook

The following employees were hired over the past seven months at Emerald Heights:*

Alice Gakuu - NAC
Ameen Hussaini - NAC
Amy Biemeck - HR Director
Anna Degtyar - Server
Antonia Jaszczak Follehr - Server
Arabella Holden - NAC
Arsema Abebe - Server
Ashley King - Community Associate
Belay Woldeselam - Fitness Specialist
Bella Coli - NAC
Billy Donda - NAC
Caroline Njuguna - NAC
Caroline Wambu - NAC
Cassidy Donaldson - EVS Tech
Chanrith Moengkhom - RN
Cindy Leung - Director of Marketing & Sales
Colin Lazz - Janitor
Corey Weisner - Corporate Controller
Cory Connor - Server
Devon Clarkson - Janitor
Corina Seales - NAC
Diana Bahena - Dietary Aide
Domenica Carrillo - EVS Tech
Elizabeth Polyansky - NAC
Etery Nagapetyan - RN
Eva Cibrian - NAC
Faizah Narvaez - Dietary Aide

Finley Ross - Server
Frank Gant - Driver
Geoff Young - Driver
Giselle Yates - Staff Development / IC
Haydan Smith - NAC
Heather Mullins - LPN
Heather Simpson - NAC
Henrietta Namulondo - NAC
Ilhaan Sheygo - RN
Jacinta Mulli - NAC
Jack Kaskel - Server
Jadae-Lexus Cerjance - Dietary Aide
Jasmine Alila - NAC
Jessica Gutierrez - RN
Jenna Taylor - Community Associate
Joselyn Guzman - Server
Joshua Treadwell - Cook
Kara (Bella) Mills - Server
Kaia Kotelnikova - Server
Kara van den Heuvel - Server
Katherine Bishop - Server
Kayla Steilen - Marketing & Sales Associate
Kirk Soberon - NAC
Lidya Gebreel - NAC
Lindsay Altaras - NAC
Luis Hernandez - Fitness Specialist
Mabel Wong - Server

Mallika Seelam - NAC
Mandy Handa - LPN
Margaret Mwafongo - NAC
Maria de Carvalho - Server
Mariana Diaz Aldaco - NAC
Mariela Hernandez Alfaro - Dietary Aide
Mary Fitzsimons - Server
Melissa Escalante Rodriguez - NAC
Mira Patwardhan - Server
Noah Cierebiej - Maintenance Tech
Natalee Farrow - Server
Natalya Mohamed - NAR
Ruth Mbogo - NAC
Ryan Lehew - Server
Sam Jennings - Groundskeeper
Sauna Martin - RN
Seth Lemasson - Cook
Shani Bibliowicz - Server
Sharon Keo - Server
Shivan Muzakai - NAC
Tara Bell - Housekeeping
Taylor McNeil - LPN
Tricia Anders - RN
Victor Kalosha - Server
Vienna Gordon - Marketing & Move-in Coordinator
Villian Mose - NAC
Zarah Mughal - Dietary Aide

NAC (Nursing Assistant Certified) ; NAR (Nursing Assistant Registered);
EVS (Environmental Services); SDC (Staff Development Coordinator)

*New hires from 5/1/2024 to 12/1/2024.

The Latest From Emerald Heights

EMERALD HEIGHT'S SOCIAL ACCOUNTABILITY COMMITTEE AWARDS \$200,000 IN GRANTS

This generous donation, to 11 charities, reflects our continued commitment to extending our mission beyond the walls of Emerald Heights and supporting organizations that align with our values of Integrity, Courage, Trust, Compassion and Respect.



The selected charities are focused on:

- Enhancing the quality of life for seniors and those investing in the future of aging
- Providing opportunities for volunteer engagement for our residents and staff
- Serving the community in ways that create lasting impact

We are excited about the positive change this will bring, and we encourage everyone to get involved where possible! Many of these charities provide volunteer opportunities, which means that residents and staff can actively participate in their work, directly contributing to the causes that matter most to us.

CEREMONIES AND CELEBRATIONS

The Resident Council hosted a special event on September 23 for all new residents who had joined the Emerald Heights community over the past two years. This event brings newer residents into the fold and recruits volunteers by teaching about the various volunteer groups at Emerald Heights.



Bavarian Bash: Oktoberfest

On October 5, Emerald Heights held its very own Oktoberfest celebration featuring a German-themed dinner and a Bavarian band.

EDUCATIONAL EVENTS AND OTHERS JUST FOR FUN

Metro Transit Instruction Program Workshop and Trip

Residents had the opportunity to attend a workshop in early June on how to ride the Link light rail safely and with confidence. Those who completed the workshop were able to take an escorted transit trip later in the month to practice what they'd learned.

Online Safety Series

In June and August, Emma Geary, a staff communications specialist, held two educational sessions to help residents stay safe while online. The first session covered phishing scams and how to spot them. The second session was all about password security.

Rockin' on the River Free Summer Concerts

As it has in many previous years, Emerald Heights sponsored the 2024 Rockin' on the River concerts. This year's lineup included The Power Players, The Jewel Tones and Taylor Made. Emerald Heights had a sponsor table at the concerts where staff and management council members handed out bottled water.



Leavenworth Trip

In August, residents took an overnight bus trip to the Bavarian Lodge in Leavenworth. The trip included dinner at the Rhein Haus restaurant and a live performance of "The Sound of Music" at the Ski Hill Amphitheater.

Medic One NORCOM Visit

To thank Emerald Heights residents for their annual support—this year they raised and donated \$40,000 to the Medic One Foundation—Medic One visited with our residents in mid-September.



Train Ride on the Mt. Rainier Scenic Railroad

On September 22, residents enjoyed a 12-mile excursion on a vintage train pulled by a steam locomotive through the beautiful, forested landscape between Elbe and Mineral.

A Spooktacular Comedy Show for Halloween

Geoff Young, a seasoned comic in the Seattle stand-up scene (and a transportation staff member at Emerald Heights), entertained residents with some Halloween-themed humor. The show also featured a juggling performance.

Readers Theater Group Live Performance

On October 1 and 2, the Readers Theater resident group put on two performances of a one-act play titled "The Goodbye," written by fellow resident Lindy Thompson.

EDUCATIONAL EVENTS AND OTHERS JUST FOR FUN CONTINUED

Ducks in a Row Planning Series

Chaplain John coordinated this three-part series in partnership with People's Memorial Association. Topics covered included funeral planning; documentation for advance directive, durable power of attorney and physician orders for life-sustaining treatment (POLST); and estate planning. The first session was held in February; the other two were held in June and December.



NEW ACTIVITIES AND GROUPS



AI Interest Group

An offshoot of the Technology Committee, the AI Interest Group held an organizational meeting in June and has since been meeting monthly. The group is open to all residents who want to know more about artificial intelligence and the impact it will have on the future.



Birders & Naturalists Club

The group's organizational meeting was in February, and it has continued to meet monthly. They had a presentation in April by a guest speaker and a bird-watching walk in October at Green Lake in Seattle led by Lori Danielson from Eastside Audubon Society.



Tech Hour Pilot Project

The resident-led Technology Committee invited residents to either volunteer or stop by the Evergreen Lodge Living Room on Thursdays throughout the year (aside from the holidays) from 1-2 p.m. for tech help with electronic devices, including phones, tablets, laptops and desktop computers.



Voices for Vision

This resident group has served as advocates for those with low vision, hosting a Lighthouse for the Blind presentation in May with a guest speaker from the state's Department of Services for the Blind, followed by magnification and lighting testing appointments. The group also had an open meeting in August for anyone with low vision to share tips and learn new skills.

What's Happening at Heron's Key

COMMUNITY EVENTS AND ACTIVITIES

A Night With the Night Gig Band

Heron's Key kicked off the summer with a performance on June 26 by The Night Gig, a traditional 18-piece big band started by two Gig Harbor couples in 2017. The band plays jazz hits from the 1930s through the '60s, as well as more modern jazz and other genres.



AI Art With Chuck Abbey, Fitness Specialist

Yes, people are using AI in all kinds of ways—including art! In late June, Chuck led an interactive presentation for residents interested in exploring how to merge their creativity with artificial intelligence to express their artistic abilities.

Halloween Party

Residents and staff throughout Heron's Key had an absolute blast choosing what to wear for Halloween—and then quite literally parading their costumes around the community. After the parade, residents kept the fun going at a wine and cheese gathering.



COMMUNITY EVENTS AND ACTIVITIES



Forest Bathing in the Japanese Garden

Forest bathing, or shinrin-yoku, has been a hit with Heron's Key residents since August 2023 when Katie Lodge and Chuck Abbey took the first group of "bathers" to the Japanese garden in Tacoma. This past July, Katie took another group to the Japanese garden in Point Defiance.

Heron's Key Fun and Fitness Games

The community held its first games this year, on August 7, with residents competing in games such as the Olympic trivia relay, the pool noodle "javelin" throw and balloon volleyball. Those who chose not to participate cheered on their friends and neighbors from the sidelines.



The Penrose Harbor Sea Cruise

Residents "visited" assorted ports of call, from Alaska to the South Seas to South Africa, each port offering an opportunity to learn about the culture and sample some local cuisine—all within the walls of Penrose! Casino games and talented musical guests added to the fun.



Fitness Expo

With five exercise stations set up around the Maritime Room on September 5, residents could assess their fitness level relative to national standards and their own results from previous years. The exercises were designed to test balance, cardiovascular health, core stability, endurance, flexibility, mobility and strength. Residents could also set goals for improving their health and target specific areas of development to help with fall prevention.

COMMUNITY EVENTS AND ACTIVITIES



Volunteer Appreciation Event

On October 3, Heron's Key held an appetizers reception to thank the dedicated residents who volunteered their time, energy, skills and knowledge to various efforts throughout the year. Special art created just for the occasion was on display.



Artist Kathy Ross: Serious Fun

Kathy Ross' whimsical mixed-media sculptures have intrigued and delighted people of all ages for nearly 50 years. Her work has been exhibited in galleries, museums, shops and art festivals, and the residents of Heron's Key were excited to learn more about the artist when she was in the community on October 16.

Great ShakeOut Earthquake Drill

Every year, Heron's Key holds an earthquake drill to give residents and staff a chance to practice their response and determine where they can make improvements. This year's Great ShakeOut was on October 17.



Veterans Celebration Brunch

To celebrate resident veterans, Heron's Key served a special brunch on November 8 with a ceremony in which each veteran was presented with a commemorative pin and certificate, recognizing their service and sacrifice. Spouses of veterans were honored as well.



Autumn Reflections Event

November brings a national holiday that reminds us to be thankful, but Heron's Key got a head start this year. On November 13, the community held an afternoon event where residents could connect with one another over soup and bread while expressing gratitude for whatever makes their lives meaningful.