

LEADERS IN SENIOR CARE SINCE 1960

President & CEO Perspective



I am incredibly honored to write my first 'President & CEO Perspective' and have this opportunity to correspond with you: our employees, seniors and friends of St. Paul's Senior Services. Since I began this role, I have focused my efforts on getting to know our number one asset: the incredible employees of St. Paul's.

On my first day, I met our facilities employees, dining services workers, human resources and marketing departments at our Community Care Center. I was overwhelmed by the passion of every single employee as they support the infrastructure of SPSS.

I have visited every location and met our nursing teams, providers, home care givers, teachers, sales teams and day center / activities workers. I often say it takes a village to serve our seniors, and over these past weeks, I have witnessed that SPSS village in action first-hand. I am incredibly proud to be the President and CEO.

As we look to the future of senior care in San Diego, I am excited to have such a strong team of talented individuals at my side. With them, we will be successful at expanding our services and programs to the seniors of today and tomorrow.

Recently, I had the privelege of attending our SPEND (St. Paul's Essential Needs Drive) in May where our marketing team asked community friends to donate essential need items for our low-income and frail PACE seniors. This event is one of many examples of how St. Paul's shows their love for our seniors. Additionally, I attended a 'Salute to Healthcare Heroes Awards' event hosted by the *San Diego Business Journal* where I had the honor of introducing four incredible St. Paul's nurses and our Medical Director, Dr. Victor Lee. These fine individuals led us through the COVID-19 crisis and continue to be excellent examples of the quality care we bring to San Diego seniors. I am proud to have the opportunity to recognize them and their teams and thank them for their service.

I look forward to our future and I ask for your support as we seek new opportunities to serve. In my next correspondence, I hope to share some of the exciting new areas of care we may consider. So stay tuned!

Bless you,

Michael McHale

Giving Thanks To Our Board Of Directors

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Welcome to St. Paul's, Michael McHale!

Throughout the month of April, St. Paul's new President & CEO Michael McHale visited every St. Paul's location and met with staff, residents and participants.

























For the past several years, the San Diego Region
Committee of LeadingAge California has hosted an annual
SuperSTAR lunch to honor and celebrate LeadingAge
members' employees who go above and beyond for our
residents and participants. This year on April 7, 2022,
St. Paul's had the privilege of hosting the award luncheon
at our conference center in Bankers Hill.

As a long-time active member of LeadingAge CA, St. Paul's was proud to recognize 10 of our staff members who were nominated by their supervisors. From housekeeping and dining services to nursing and IT, these individuals continue to go above and beyond to serve our residents and participants. Congratulations to our LeadingAge SuperSTARS!





Edgar Infante, **Plaza** Transportation Driver



Gloria Garcia, Villa Housekeeper



Guillermo Moriera, Manor Transportation Driver

Congratulations!





Brittany Gandomani, St. Paul's HR Recruiting Analyst

Kit Lai, **St. Paul's** IT Manager





Ana Salas, **Plaza** Food and Beverage Manager



Aylin Escamilla, St. Paul's PACE Akaloa Administrative Assistant



Micaela Skinner, St. Paul's PACE Nemeth Clinic Supervisor



St. Paul's Diversity, Equity, and Inclusion (DEI) Initiative



After the tragic murder of George Floyd, communities and organizations across the nation looked for ways to improve Diversity and Equity and ensure Inclusion (DEI) to better respond to the inequities in our society. St. Paul's joined in these efforts and we have now been able to engage a consultant to assist with our DEI efforts over a two year period. LeadSelf Consulting provided the winning bid for these services and Curtis and Angela Robinson are the lead consultants that will guide this effort for St. Paul's. This work will also be overseen by the DEI Steering Committee and St. Paul's Administrative Team.

Some of the areas that will be addressed include:

- Review of our hiring practices to ensure we are attracting a diverse work force.
- Assisting with creating clear career pathways for staff wishing to advance within the organization.
- Reviewing our Gallup employee engagement survey results to identify areas of strength and ways in which we can improve engagement.
- Training for St. Paul's leadership team (all those who supervise) on both "Inclusive Leadership" and "Implicit Bias."
- Development of a two-year roadmap to develop measures and a plan for ongoing work.





The LeadSelf team has completed interviews with steering committee members and the Administration Team. They have hosted focus groups with employees in order to better understand current issues brought forward by our team members.

Thank you in advance for supporting this initiative. We will continue to provide updates as this important work continues.

St. Paul's PACE Wellness Center:

CREATING SPACE FOR BEHAVIORAL HEALTH

In the spring of 2022, St. Paul's PACE opened the doors to its first Wellness Center, a centralized space dedicated to serving the behavioral health and wellness needs of PACE participants throughout San Diego. At the Wellness Center in Bankers Hill, PACE participants can come from any location in San Diego to visit with their clinician face-to-face to experience the benefits of in-person counseling.







Brian Mullin, LCSW and Behavioral Health Manager at St. Paul's PACE, said, "The intention of developing this center is to centralize all of our behavioral health services and create a space for our participants that feels like a community clinic. The feedback from participants has been very positive."

Currently, the center has two licensed clinicians, three participant care coordinators and is actively recruiting additional team members. St. Paul's plans to expand services to include group classes that stimulate and support the whole person. Brian and his team have developed "Pillars of Wellness" to support all-inclusive participant care.

"PILLARS OF WELLNESS" INCLUDE:

EMOTIONAL	ENVIRONMENTAL	INTELLECTUAL
SPIRITUAL	SOCIAL	PHYSICAL

The overall vision for the Wellness Center is to address each of these pillars by offering a full range of services including counseling, educational events, group classes and even support groups for care partners.



Our Mission

The mission of the St. Paul's PACE Wellness Center is to provide high quality mental health, wellness and health promotion services. Within the framework guided by St. Paul's Senior Services values, we care for the whole person by partnering with participants and community members to promote well-being, healthy lifestyle choices, skills and experiences that empower them to achieve individually tailored health and wellness goals.

A Step UP in Nursing

St. Paul's Welcomes Corporate Nurse Karen Mitchell-Keels, MSN, RN, MSL, CMCN



St. Paul's is excited to welcome Karen Mitchell-Keels to the new role of Corporate Nurse. Our Corporate Nurse will ensure the delivery of best-in-class nursing services throughout all of our programs. Karen will oversee infection control and nurse training, develop strong clinical quality improvement programs, ensure compliance with applicable regulations, and will work with nursing leadership to drive corporate-wide nursing standards, policies and practices.

The administrative team developed this role after experiencing the need for corporate-level support of our nursing staff, especially as St. Paul's continues to grow. Karen's extensive background in nursing education and leadership will help St. Paul's meet the ever-changing healthcare environment challenges while finding new methods to provide excellent care.

"It is an honor to have the opportunity to develop a nursing department and work with talented and motivated clinical staff," said Karen. "As a nurse leader, I have learned that innovation and positive outcomes flourish in an environment ready for change."

Karen brings over 19 years of diverse nursing experience in care coordination, case management, and improving patients' quality of care and wellness. Additionally, Karen has supported nurses in clinical advancement by mentorship in evidence-based practice and clinical quality improvement.

"Karen will add tremendous value and make key contributions to developing and improving our culture here at St. Paul's," said Tim Frazier, Chief Administration Officer.

Karen is a life-long learner. She holds a Master's in Nursing Science with an emphasis in Healthcare Organizational Leadership as well as a Master's in Leadership. Currently, she is pursuing a Doctorate of Nursing at Grand Canyon University. Karen is involved in several esteemed nursing organizations including San Diego Black Nurses Association and Association of California Nurse Leaders (ACNL) where she served as a chapter president and board member. She now chairs the Racial Inequity in Healthcare Disparities committee and serves on the ACNL's statewide Healthy Work Environment committee. For the past 12 years, Karen has served on the California Board of Registered Nurses' Intervention Evaluation Committee for nurses with substance use disorder.

St. Paul's welcomes Karen and looks forward to the knowledge and support she will provide for our growing nursing staff.



Kindness Campaign: Appreciating Our Staff

The St. Paul's marketing and outreach departments launched the Kindness Campaign back in October 2021 in an effort to boost company morale and to show appreciation for our hard-working staff. The initiative was only meant to last three months, but after receiving positive feedback from employees, we decided to extend it an additional three months!

The marketing team selected, purchased and delivered small tokens of appreciation every month for staff members at each location. In addition, we launched a Kindness Contest where we asked employees to nominate their co-workers for performing acts of kindness toward each other. We received close to 70 submissions and 40 were selected and received gifts to celebrate their acts of kindness, like buying a co-worker's coffee, filling in for someone's shift, being an encouragement to others and so much more.

Thank you to our amazing employees for going above and beyond while showing kindness toward one another. Let's keep spreading that kindness!



















ST. PAUL'S EDUCATION SERIES: "PLAN FOR TOMORROW, TODAY"

Many of us have personally experienced the decline, illness or passing of a loved one who did not have a plan for their care or final moments. We all want to do what's best and make decisions that our loved ones would want. St. Paul's is here to make life's aging journey less stressful through our Educational Series, "Plan for Tomorrow, Today."

For the fourth year, we will host several educational workshops throughout 2022 with experts from St. Paul's and the local senior care industry. Each workshop will address your most frequently asked questions and include guidance from some of San Diego's most knowledgeable experts in senior care to help you make this journey with confidence. This educational series is intended to help you by providing information and tools so you can prepare for yourself and/or help a loved one.

RSVP online at StPaulsSeniors.org or with Linda Spence at lspence@stpaulseniors.org or (619)239-2097.

SCAN THE QR CODE TO LEARN MORE:



REMAINING 2022 WORKSHOPS

PLANNING AHEAD

Thursday, July 28 10 a.m. -11:30 a.m.

Tentatively held in-person

- Planning to Age Well
- The Five Essential Documents
- Healthy Easy Meal Preparation

PHYSICAL & MENTAL HEALTH

Thursday, October 27 10 a.m. -11:30 a.m.

Tentatively held in-person

- Fall Prevention Safety at Home
- Mental Health and Senior Isolation
- Palliative and Hospice Care;
 What's the Difference?

HERE'S WHAT PEOPLE HAD TO SAY ABOUT THE SERIES:





"Wow!
I appreciate all the information and the timing is great."



"The information is important for all seniors. Thank you for this and making it easy for me to plan."



"All presenters were great. Thank you for the information I need to help my 91-year-old father."



"I wish I knew about the series earlier!"



Around St. Paul's

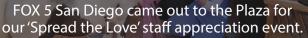




































As Seen on TV! St. Paul's New Commercials

This spring and summer, you may see St. Paul's on the big screen with our new commercials! The commercials for our residential communities spotlight the benefits of senior living and our St. Paul's PACE commercials speak to the positive impact St. Paul's PACE has on family members and features our Roving Clinic and Medical Director, Doctor Lee.

SCAN THE QR CODES BELOW TO VIEW THESE COMMERCIALS ONLINE!







FUN FACT

Our residential commercial features "Andy the Angel Dog" who is climbing to fame with his own Instagram account @andy_the_angel_dog



andy_the_angel_dog

462 followers

620 following

Andy The Rescue Dog

(a): ~2 year old wiener dog / retriever / chihuahua / ? mutt rescue

?: San Diego, CA

33 posts

: naps and cuddles





THE ST. PAUL'S PACE DIFFERENCE

WHAT SETS US APART?

St. Paul's Senior Services was the first non-profit organization to bring PACE (Program of All-inclusive Care for the Elderly) to San Diego County back in 2008. St. Paul's PACE has now expanded to four locations, helping thousands of low-income seniors access medical care, social services, nutrition, transportation and home care so that they can remain living as independently as possible in their homes.



OUR TEAM IS YOUR TEAM

St. Paul's PACE provides wraparound health services exclusively for San Diego seniors. Our interdisciplinary team of bilingual doctors, physicians, nurses, social workers and other practitioners provide a hands-on approach, coordinating medical, social, and home care services so our participants no longer need to manage their health care alone.

ALL-INCLUSIVE AND INNOVATIVE SERVICES

- Onsite health clinics Easy access to one of four locations
- Roving Clinic Care that comes to your home
- Wellness Center for Behavioral Health Services
- Eight supportive housing communities for formerly homeless seniors
- Telehealth options for safe care
- Wellness checks Telephone or in-person
- Certified geriatric doctors and nurses
- Full-time dieticians, therapists and social services
- Access to hundreds of medical specialists and contracted providers
- Medical equipment for your home
- Ongoing supportive case management
- Transportation Certified drivers that come to your home
- Home-delivered medications
- Same-day medical appointments
- Incontinence supplies
- Spiritual counseling and non-denominational services
- Three-course meals served at our day centers
- Food pantry for our participants with food insecurities
- Essential needs supplies like clothes, food and sanitary items









- St. Paul's Education Series Future planning for our participants and their families
- Caregiver Support Programs
- Diabetes Prevention Program
- Educational in-services hosted at local senior centers covering a variety of aging subjects

FUN!



- Field trips to local events and attractions
- Art Therapy
- Family open houses and celebrations (when it's safe to do so)
- Holiday celebrations
- Exercise classes

St. Paul's PACE provides comprehensive care with the ultimate goal of preserving our participants' independence and enabling them to age as safely as possible in their homes and in their communities. If you or a loved one has questions about St. Paul's PACE, don't hesitate to call 1-833-PACENOW or visit our website at StPaulsPACE.org.

"I AM A NURSE" HIRING CAMPAIGN

Have you driven past any bus stops lately? Then you may recognize this photo of one of our amazing nurses at St. Paul's PACE, Rafael Velasquez. Rafael and his son posed for a hiring campaign called "I am a Nurse" where we

highlighted nurses for who they are beyond their day-to-day jobs. For Rafael, being an athlete and a father defines who he is, and at St. Paul's PACE, we want to celebrate that.



FIND YOUR WORK-LIFE BALANCE





GET TO KNOW RAFAEL, RN | ST. PAUL'S PACE AKALOA

How long have you worked at PACE?

Over two years.

Why did you choose to work at St. Paul's PACE?

I enjoy our participants. They are so appreciative and grateful for what we do. The stories and experiences each participant shares makes each day interesting. The clinic camaraderie at our location makes me feel supported; we are like one big family.

Why did you become an RN?

I have always been a caring person who has been fascinated by science and anatomy. Being an RN has allowed me to fulfill this fascination and care for patients. My grandma was a WWII nurse here in San Diego; she also inspired me to become a nurse.

Why do you choose to work with seniors?

I choose to work with seniors because this population is underrepresented in our society. I wanted to make a difference in seniors' lives and help them realize that their independence matters.

Tell us what you like to do outside of work:

I am an avid soccer player and have been playing for 25 years. I grew up playing in Seattle, WA and then played with the University of San Diego Men's Soccer Club in college. I coached the Cardiff Mustangs FC for four years and played semi-professionally and professionally after college (Seattle Wolves FC, Tacoma Stars, San Diego Sockers Reserves). I am currently playing with SBFC Athletico in the San Diego County Soccer League premier division. I don't think I will ever stop playing soccer!

ST. PAUL'S WISH LIST

St. Paul's Wish List features items needed at our various communities around San Diego.

YOUR SUPPORT IS GREATLY APPRECIATED!

CHILD CARE WISH LIST

- 1. Lakeshore Floor Puzzles \$15 each (or all 7 for \$130)
- **2.** Lakeshore Soft and Safe Building Blocks for infants to play with \$56
- **3.** Mass Bricks Jumbo Plastic Building Blocks for toddler groups to play with \$175 (or \$350 for 2 sets)
- **4.** Bubble Machine portable automatic bubble blower for summertime fun and entertainment for children \$36
- **5.** Patio umbrella for the playground to provide shade to children \$108
- **6.** Kid Kraft Greystone Cottage Playhouse provides a shaded area for children at the park and additional activity for children to engage in, providing a space for dramatic play \$435
- 7. Lakeshore All-In-One Play Kitchen for toddlers \$920
- 8. Play kitchen for preschool playground \$367
- 9. Preschool tricycle for outside activity \$235

HUMAN RESOURCES WISH LIST

1. Pregnancy Care Packages: Baby onesies with St. Paul's logo on them and other care items to send to employees - \$500 will underwrite 50 packages for one year

PACE WISH LIST

- 1. Tickets to local attractions \$200 for groups of 8 seniors
- 2. Gardening activity equipment \$250
- **3.** Art supplies \$500
- 4. Games and activity books \$200



Please contact Stewart Gaddy at 619-239-6900 if you wish to buy the item or make a charitable contribution toward the cost of an item.

PLAZA WISH LIST

- 1. Portable Sound System for outdoor events \$1,500
- **2.** Activity Flip Tables can be easily stored temporarily when the entire floor space is needed for exercise activities \$1,500
- **3.** Christmas decorations, including artificial trees and lights, are needed throughout the Plaza \$2,000 for one set
- **4.** iPads to benefit memory care residents; the tablets will be used to provide music during a variety of activity programs and during Tech Help classes where residents are instructed in how to use a tablet to communicate with family, friends and doctors \$1,200 for 3.
- **5.** Library window blinds \$1,300

MANOR WISH LIST

1. Commercial grade hand mixer will allow the kitchen to make multiple whipped items and produce interesting fresh baked goods - \$500

Opal from the Outback: Celebrating Cheryl Wilson



as Cheryl Wilson Day.

St. Paul's extends a sincere 'thank you' to the over 350 guests who attended our Opal from the Outback Gala on March 5th to celebrate the retirement of Cheryl Wilson after 32 years of service. It was a beautiful evening as guests were able to gather in-person at the Sheraton San Diego Hotel & Marina.

This event was both a celebration and a fundraiser for the \$17 million renovation of St. Paul's Manor, a community that has been a home for thousands of seniors of modest means since 1963. Now, this Bankers Hill building which has 134 independent units, is in much need of cosmetic and infrastructure upgrades.



Senate President pro Tempore, Toni G. Atkins and San Diego City Councilmember Stephen Whitburn presented a Resolution recognizing March 5, 2022



A rousing performance of "The Best is Yet to Come" sung by the City of Praise Gospel Choir.



A playful performance by St. Paul's employee Melissa Stinson and members of In a Chord Men's Ensemble performing "Look What Happened to Cheryl" and "Goodbye Cheryl."

OUR PROGRAM FEATURED A NUMBER OF HIGHLIGHTS AND SURPRISES:



On-stage interview with Manor residents, Lorraine Rose, along with David and Marjorie Boice.

Fun fact: A number of Manor residents have published books on Amazon under the moniker, Manor Publishing Collective.



Touching tributes to Cheryl by Dean Penny Bridges, Board members Patrick Edd, Bill McColl, Philip Greiner and Dick Thorn, and two generations of the Wilson clan.

Lots of dancing and delicious food!

Thank You to Our Sponsors

Net proceeds from the event reached \$195,000 for the Manor renovation.

The evening was a success because of our numerous sponsors:

HONORARY COMMITTEE

Maria & Mark Allan
Eleanor & Richard Charlton
Janet Cooper
Daryl Ferguson
George G. Glenner Alzheimer's Family Centers
Jolene & Kirk Jackson
Michael Kaehr

Anastasia & John McColl Michael McHale PostalAnnex Secure Transportation Society of St. Paul Sodexo Senior Living St. Paul's Cathedral

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Menard Family Foundation
Royal Property Management
Margo & Randall Sanner
Ellen Schmeding
SGPA Architecture and Planning
Sharp HealthCare Foundation
Therapy Specialists

St. Paul's Manor Remodel: Coming Fall 2022

Seeking senior living in the heart of Bankers Hill? Get on our interest list to receive updates and access to choice apartments with views of the city and Balboa Park. Now accepting reservations.

Contact Admissions Specialist

Jean Nagle

to join our interest list.

jnagle@stpaulseniors.org

(619) 239-2097



Learn more about the St. Paul's Manor renovation capital campaign on our website by scanning the QR code or going to

stpaulseniors.org/services/st-pauls-manor/st-pauls-manor-remodel



ST. PAUL'S MANOR RENOVATIONS

NAMING AND OPPORTUNITIES*

In recognition of leadership gifts starting at \$25,000, St. Paul's will install a donor plaque in these prominent locations throughout the Manor. This is an excellent way to ensure your legacy to the mission of St. Paul's Senior Service:



SCAN THE QR CODE TO HELP ST. PAUL'S MAKE A BIGGER IMPACT IN THE LIVES OF SENIORS!









Plaque Location G	iving Threshold	
Building name	2,000,000	
Dining room - Main	150,000	TAKEN
Solarium	75,000	
Dining room - Private	75,000	
Sliding doors	20,000	
Kitchen	100,000	
Chapel	100,000	
Beauty salon	50,000	
Patio	50,000	
Lobby	100,000	TAKEN
Lounge – Top floor	150,000	
Lounge – Ground floor	150,000	TAKEN
Solarium	75,000	
Mailroom	75,000	
Pub	250,000	TAKEN
Lounge – Staff	25,000	
-Library	50,000	TAKEN
—Computer station	25,000	TAKEN
-Pub Patio	50,000	TAKEN
Meeting room – Ground	floor 75,000	
Admission/GM offices	75,000	
Resident Services Staff C	Office 25,000	
Donations:		
Pub chairs (20)	500	(1/20) TAKEN
Pub tables (10)	1,000	
Dining room chairs (70)	500	
Dining room tables (20)	1,000	
Wheelchair ramp pavers		
Individual entrance steps	1,000	
Plant-a-tree	250	(1/20) TAKEN





Thank You To Our Donors

December 1, 2021 - April 30, 2022

GREATEST NEED

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American Messenger Services, Inc. Ben Calas Debbie Case BlackRock Midstream LLC Gloria Campbell Vanda Cardosa Career Builders Toastmasters Christ Episcopal Church

Ted & Judy Crippen
Betty Dawson
Donna Feete
Glover & Kathy Ferguson
Albert & Gladys Folkman
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CHERYL WILSON FAREWELL EVENT AND MANOR RENOVATIONS

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TRIBUTE GIFTS

IN HONOR OF Brad & Gigi Benter Irwin Norman Frank Mary Frazier
Duke & Ginny Hallacher
Clarice Rothenhaus Robert Schmeding Cheryl Wilson Cheryl Wilson

DONOR NAME

Judy White Lawrence Frank Tim Frazier
Philip & Lydia Greiner
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MEMORIAL GIFTS

IN MEMORY OF

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Gwendolin Carter Gwendolin Carter Frank Gibson Frank Gibson James Haberland Toni Harris Margaret Govea Doris Kaprielian Shirley Ludwin Ruthann Maxwell Charlie Offenhauer Daniel Pedroza Hal Sadler Walter Weiss

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