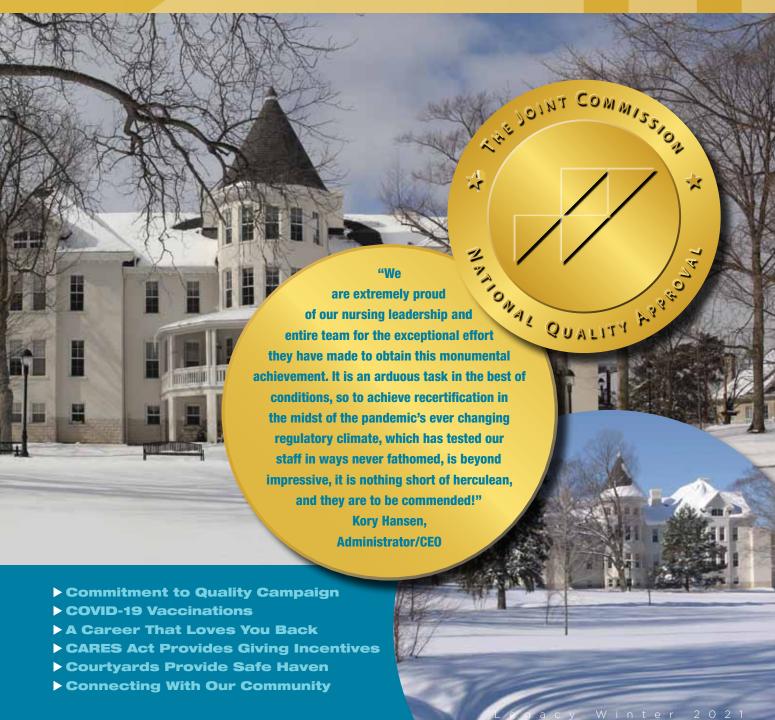
# Investing Today to Impact Tomorrow





# A Grand











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# Mission

The mission of the Grand Traverse Pavilions is to provide accessible, trusted and compassionate care that enhances quality of life for aging adults. As the region's first and only public, nonprofit Continuum of Care the Pavilions features:

- Long-term Skilled Nursing Care
- Short-term Rehab
- The Wellness Center: Inpatient and Outpatient Therapy
- The Cottages: Independent and Assisted Living
- Overnight Respite and Adult Day Services
- Onsight Dialysis Services

Among the top employers in Grand Traverse County with over 450 employees, The Pavilions injects more than \$30 million into the local economy making a significant economic impact in our community. Grand Traverse Pavilions has operated financially self-sufficient for over 30 years and does not rely on allocation of county general funds or an operational millage while providing \$4.4 million worth of charitable care annually to some of the area's most vulnerable citizens.

With residents, participants, therapy patients, volunteers, and staff, Grand Traverse Pavilions is more than just a nursing home. It's a grand community of caring for generations.

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Legacy is a publication of the Grand Traverse Pavilions Foundation. If you no longer wish to receive mail from us or to change your contact information please contact Jena at jcapriccioso@gtpavilions.org or call (231) 932-3019. We would also love to add you to our email list. Please share your email with us so we can keep you better informed of what's happening here at Grand Traverse Pavilions.

nd Traverse Pavilions

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I'm pleased to say that 98% of our residents have now been vaccinated with additional vaccines being administered throughout this month.

### **Committed** to Quality



By Kory Hansen, Administrator/CEO

t seems most people want to look in one direction for 2021, and that is "forward."

Not many of us are eager to reflect on 2020. However, there were some valuable lessons from last year that we really can't afford to forget. Perhaps the most profound lessons were; the importance of family and friends,

good health, and, on a lighter note, the importance of a good computer or iPhone for all of the Skype or Zoom meetings attended.

Grand Traverse Pavilions staff are also focusing our attention clearly on the future with one common theme from our Mission – A renewed commitment to enhancing the quality of life of aging adults. We've all heard the state and federal reference to "the most vulnerable" during the pandemic being our aging adults, accentuated by the reports from nursing homes across the country experiencing COVID outbreaks and loss of life. These reports were a constant reminder of the responsibility that we at the Pavilions face every day. It is our mission, our primary purpose, to provide accessible, trusted and compassionate care for the aging adults we serve.

It is humbling to share, from the onset of the pandemic to today, our staff has remained committed to preserving the wellbeing of our residents. While we have experienced occasional positive COVID test in our residents and staff population, I'm profoundly grateful to share there have been no outbreaks or spread of infection in our facility, and no loss of life related to COVID-19. Weekly, and often bi-weekly, the testing of staff and residents has certainly helped us stay mindful and vigilant in our precautionary safety and hand hygiene and personal protection equipment (PPE) practices – which are ongoing.

You may have read in previous Legacy issues about the funding received from our community partners which has helped us implement new thermal imaging technology to provide hands free digital screening of our staff. In addition, we have been able to purchase cutting edge technology utilizing UV lights to sanitize patient rooms.

We've shared in previous pages how we have maintained connectivity for residents and their families, safely and virtually with the help of technology. Of course, none of these advancements are a substitute for the personal connection between our residents, their families, friends and our amazing volunteers – which we look forward to reinstituting in 2021.

We are kicking off the New Year with a renewed commitment to the quality of care for our residents by celebrating the recognition of Grand Traverse Pavilions again receiving *The Joint Commission's Gold Seal of Approval® for Nursing Care Center Accreditation*. Additionally worthy of celebration is the hope made possible with the initiation of the vaccines administered in our facility, as explained in the following pages. I'm pleased to say that 98% of our residents have now been vaccinated with additional vaccines being administered (for residents and staff) throughout this month.

As you review this publication you will hear how we are preparing to once again welcome visitors, volunteers and vendors back into the Pavilions, when we receive authorization from the MDHHS to do so. You'll hear how we continue to offer services that help maintain our resident's dignity by offering personal care services. We share about how the imposed lock down of the facility has brought greater attention to the importance of upgrades to our safe spaces, such as the courtyards, and advanced plans to make them accessible and aesthetically pleasing havens for our residents. We'll also share plans to reevaluate the Eden Alternative as a model of compassionate care to enhance the quality of life of our residents.

In the weeks and months ahead the Pavilions Foundation will coordinate a community campaign titled Committed to Quality: Quality of Care and Quality of Life to generate support to enhance the staffing levels, the services, activities and programs for our residents care. You can read about this initiative on Page 9, and I sincerely ask that you consider financially supporting this effort as your personal commitment to our communities vulnerable and valued aging adults.

### **Welcome Adam Dennis**

### to the Foundation/Development Team

llow us to introduce vou to the newest member of our Development team at the Grand Traverse Pavilions. With the title of "Development Coordinator," Adam Dennis will be in the role of helping to coordinate events, fundraising

efforts, and enhancing volunteerism at the Pavilions. Adam is a Traverse City native. He is also a second generation Pavilions staff member – his mother worked for several years as an activities coordinator at the cottages.



**Adam Dennis, Development** 

Adam is a graduate of Cedarville University and has a background as a leader for nearly 20 years in faith-based organizations, including fundraising and volunteer coordination. He is also a musician in our local Traverse City live music

scene, having performed for over a decade as a house musician at the Grand Traverse Resort in addition to many other local venues. He's even had two appearances at our very own Concerts on the Lawn.

In his free time, Adam loves to spend time with his wife, Michelle, and his kids, Charlie (13), Claire (11), and Henry (7). Family time is precious. and they love spending it outdoors as much as possible on the water or in the woods.

One of Adams first actions was to reach out to all of our valued volunteers to update them on the staffing change, and to start conversations about how we are looking forward to reengaging our volunteers once we are able to again open our doors to visitors and volunteers and resume our activities. Please help me welcome Adam to the Pavilions!



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### Pavilions Administers Vaccines

By Rose Coleman

rom Michigan's biggest cities to its
far rural areas, the state's most vulnerable populations in nursing homes
and long-term care facilities are finally
starting to get COVID-19 vaccines—
with officials hoping to see declines in the
number of cases soon after both doses of
the vaccines are administered to residents
and staff. For many, that day can't come fast
enough. It brings the hope of hugging a parent, spouse,
daughter, son or grandchild, and the anticipation of
simply touching and holding a friend's hand.

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Since the pandemic started Grand Traverse Pavilions has been diligent in preventing infectious outbreaks in its resident population, thus avoiding any COVID related deaths. However, more than 29,000 coronavirus cases have been reported among other nursing home residents and staff in Michigan, with nearly 4,000 aging adult residents (more than 28% of the state's total deaths) and nearly 40 staff dying so far from the pandemic.

The Michigan Department of Health and Human Services (MDHHS) reported at the end of 2020 that skilled nursing home residents and staff began receiving the COVID-19 vaccine made by Moderna. The vaccines are being administered through a national pharmacy partnership to provide COVID-19 vaccine to the Phase 1A priority groups. Phase 1A includes paid and unpaid persons serving in healthcare settings who have the potential for direct or indirect exposure to patients or infectious materials and are unable to work from home as well as residents in long term care facilities.



The MDHHS is partnering with CVS and

Walgreens through the program to manage and facilitate safe vaccination of this patient population, while reducing burden on long-term care facilities and local health departments. To ensure the safety of residents and staff, vaccinators are required to adhere to all applicable Centers for Medicare & Medicaid Services COVID-19 testing

requirements for long-term care facility staff. In addition, the pharmacists themselves will be vaccinated with the COVID-19 vaccine as part of this program.

"We know the residents of these facilities are at highrisk for severe illness and death from the virus, and early vaccination of both residents and those caring for them is critical to help protect this population," said Dr. Joneigh Khaldun, MDHHS chief medical executive and chief deputy for health. "We are pleased that more than 5,000 long-term care facilities – including more than 400 skilled nursing facilities – have been enrolled in the program in Michigan to receive the safe and effective COVID-19 vaccine."

"The coronavirus has been ruthless among the aging population, especially in nursing home settings. We are very hopeful this vaccine will not only be a lifesaver for residents and staff, but also expedite the reopening of our facilities to family members and loved ones." shared Rose Coleman, COO Clinical Services for Grand Traverse Pavilions.

The Pavilions first vaccination clinic for residents and staff was held the week of January 4 - 7, with 98% of the resident population getting the first vaccines. The second clinic was held the first week of February. It is important to note that vaccination in one phase may not be complete before vaccination in another phase begins. There may be vaccination of individuals in different phases that occur simultaneously. Decisions on moving to the next phase will be made at the state level.

Michigan health officials have set a goal of vaccinating 70% of Michiganders over age 16, about 5.6 million

The Pavilions first vaccination clinic for residents and staff was held the week of January 4 - 7, with 98% of the resident population getting the first vaccines.



people, by the end of 2021. There will be no out-of-pocket costs to individuals for the vaccine, however, healthcare providers may bill insurance for administrative costs. The COVID-19 vaccine will require two doses, separated by three or four weeks depending on the manufacturer. Michiganders should receive both doses in order to have full protection from the virus. Individuals who receive the vaccine may experience mild side effects such as low-grade fever, sore arm and general discomfort, which indicate that the vaccine is working. There is a robust state and national process for tracking vaccines and reporting side effects.

A few nursing facilities said they had a delay in initiating the vaccines because the state switched from the Pfizer to the Moderna vaccine for its long-term care facilities, whose populations are being vaccinated through a federal pharmacy program. The Michigan Department of Health and Human Services said the switch was made to "maximize the use of the doses of both vaccines being made available to Michigan. At the time of the decision, we understood that we would have more doses of Moderna vaccine available than Pfizer and, because of the nursing homes, we made this switch," spokeswoman Lynn Sutfin said. She said the switch was made to more quickly meet federal pharmacy program requirements for beginning vaccinations and to inoculate as many long-term care residents as quickly as possible.

Portions of this article was derived from the MDHHS press release titled COVID-19 vaccinations begin today in Michigan skilled nursing home facilities; Staff and residents begin receiving safe and effective vaccine (12/28/2020).

# CARES ACT Make Modest Giving Mutually Beneficial

he impact of the pandemic will never be referred to as "positive," however, as a result of COVID-19 the CARES Act provides Charitable Giving Incentives allowing taxpayers to deduct up to \$300 of their charitable donations in 2020 without needing to itemize deductions. The incentive has now been extended to 2021 and is designed to assist non-profit charitable organizations like the Grand Traverse Pavilions Foundation who have been negatively financially impacted by the pandemic. It guarantees that the generosity of donors is rewarded during this difficult time. The Temporary Universal Charitable Deduction can even benefit taxpayers who don't itemize their deductions, by allowing a one-time deduction of up to \$300 for gifts made to charitable organizations in 2020, and now also in 2021. For the 2021 tax year, however, those who are married and filing jointly can each take a \$300 deduction, for a total of \$600.

The deduction is for monetary gifts to charitable organizations recognized by the IRS, such as the Pavilions Foundation. For more information, please seek the advice of your Tax or Financial Advisor or visit: afpglobal.org/news/cares-act-charitable-giving-incentives for more information.



# Grand Traverse Pavilions Earns Joint Commission "Gold Standard"

**Accreditation** 

By Deborah Allen

rand Traverse Pavilions has again received The Joint Commission's Gold Seal of Approval\* for Nursing Care Center Accreditation by demonstrating continuous compliance with its performance standards. In addition, the Pavilions earned certification in the specific areas of Memory Care and Post-Acute Care. The Gold Seal is a symbol of quality that reflects a health care organization's commitment to providing safe and compassionate resident care.

Kory Hansen, Administrator/CEO for Grand Traverse Pavilions shared, "We are extremely proud of our nursing leadership and entire team for the exceptional effort they have made to obtain this monumental achievement. It is an arduous task in the best of conditions, so to achieve recertification in the midst of the pandemic's ever changing regulatory climate, which has tested our staff in ways never fathomed, is beyond impressive, it is nothing short of herculean, and they are to be commended!"

The Pavilions underwent a rigorous, unannounced onsite review on September 29-October 2, 2020. During the visit, a Joint Commission reviewer evaluated compliance within the Pavilions long-term, dementia and short-term Rehab/Post-Acute Care units. The surveyor conducted onsite observations, interviews and extensive documentation review, evaluating standards spanning several areas including: infection control and prevention, medication management,

resident rights, individual care plans, emergency management, environment of care and clinical leadership.

First accredited in 2017, this was the Pavilions first renewal inspection since that initial three-year accreditation. Ongoing compliance with

Joint Commission standards helps drive sound management practices in the day-to-day delivery of safe, high quality care. Rose Coleman, Chief Operating Officer-Clinical Service for the Pavilions, who oversees the accreditation process offered, "Our staff's involvement in the process was vital to the success of the on-site visit because the methodology focused on the direct care of our residents."

The Joint Commission's national standards are developed in consultation with health care experts and providers, measurement experts, and patients. They are informed by scientific literature and expert consensus to help health care organizations measure, assess and improve performance.

"As a private accreditor, The Joint Commission surveys health care organizations to protect the public by identifying deficiencies in care and working with those organizations to correct them as quickly and sustainably as possible," says Mark Pelletier, RN, MS, Chief Operating Officer, Accreditation and Certification Operations, and Chief Nursing Executive, The Joint Commission. "We commend Grand Traverse Pavilions for its continuous quality improvement efforts in patient safety and quality of care."

"Although licensed nursing homes, like the Pavilions, are already inspected routinely by CMS, through the Michigan Department of Health and Human Services (MDHHS), the Pavilions administration and board have chosen to voluntarily seek an even higher standard of care by achieving accreditation though this independent nationally accreditation body" explained Hansen. "It is another audit process to help us deliver higher quality resident and patient care by providing valuable insight into our organization's daily operations and systems."



# Pavilions Courtyards **Safe Haven**During COVID Pandemic

rand Traverse Pavilions was designed in 1996 as a predecessor to the Grand Traverse Medical Care Facility in operation from 1957 to 1998. At that time there was a restored sense of importance on aesthetics and the integration of care with nature, animals and children. This movement was called the Eden Alternative Model of Care. This was also the visionary philosophy of Dr. James Decker Munson, who was the first superintendent of the Traverse City State Hospital in 1885. Dr. Munson is still remembered today for his humane approach to the treatment of mental illness and his philosophy that "beauty is therapy." He believed that peaceful, tranquil surroundings were a tonic to sooth a troubled mind.

A portion of the original State Psychiatric Hospital property is now home to Grand Traverse Pavilions. The philosophy shared by Dr. Munson is still relevant today. Grand Traverse Pavilions is part of a picturesque 23 acre campus that features the remnants of a historic arboretum and a recently restored natural creek tributary. This area is also known to the community as "The Grand Lawn" and a wonderful outdoor venue for community gatherings and concerts during the

summer months.

The Grand Lawn has all but been abandoned over the past year during the COVID-19 pandemic due to gathering restrictions, except for the occasional dog walker, or family members coming to make a window visit to a loved one at the Pavilions. However, the residents at the Pavilions were still able to enjoy the beauty of nature during this time of great isolation due to the visionary design of the Pavilions. Each pavilion/wing is named after an indigenous tree (Aspen, Birch, Cherry, Dogwood, Elm, and Maple Rehab on the lower level) in homage to the arboretum on the State Hospital property. The layout provides protected courtyards for each of the Pavilions units. There are currently seven (7) courtyards and garden areas on the Pavilions campus. One of which has been dedicated to an employee child-care playground. The rest have been designed with the aging adult residents in mind. Never have these outdoor havens been as essential as this past summer during the pandemic when visitation restrictions were mandated in our facility. The courtyards provided a spacious outdoor area for small groups of resident to enjoy at a time, while maintaining the necessary social distancing requirements. Today, the courtyards are unavailable due to the inclement weather, but they still offer views of nature with various bird-feeders and at night are still decorated with holiday lights to provide visual enjoyment. The residents and staff long for the warmer temperatures so they can again enjoy the outdoors. We are using this time to plan for a renovation of the courtyards, which have not been refurbished since their installation nearly twenty-five years ago.

The community will be given an opportunity to assist the Pavilions with these renovations. We are grateful to announce that the first courtyard dedication has been offered by the Nesvig family in memory of their Mother, Linda (Nesvig) Dubuque who was a resident on Cherry Pavilion. Family spokesperson, Erica Nesvig-Paddock, shared that her family saw the

importance of the Cherry courtyard as a space for her Mother to enjoy the sunshine and

at the Pavilions. Erica has an added unique perspective regarding the importance of the courtyards, since she is the Maple Rehab Coordinator at Grand Traverse Pavilions. She recognizes the importance and therapeutic benefits of the residents getting their hands in dirt, planting flowers and watching then grow. "The courtyards are an important

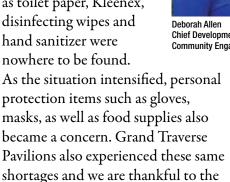
aspect of therapy and something that makes the Pavilions special, but they need some attention. The staff on Cherry truly provided my mom with the best care possible. My family will be forever grateful for their empathy and compassion." According to Pavilions Chief Development Officer, Deborah Allen, "Their gift to dedicate the Cherry Courtyard is such a lovely way to honor their Mother's memory. It's a heart-felt way to pay their gratitude forward by ensuring a beautiful place for future residents to enjoy." The Cherry Pavilion will therefore become the model for proposed future plantings including; raised flower beds for resident use, and clustered seating areas with wheelchair accessible pathways. Individuals or families interested in learning more about this opportunity are encouraged to contact the Foundation Office by calling

Allen at 231-932-3020 for information about the various campus beautification opportunities.

Legacy

### Committed to Quality-Campaign

uring the early stages of the pandemic we shared the community concern for limited resources. Items of comfort and cleaning, such as toilet paper, Kleenex, disinfecting wipes and hand sanitizer were



stepped up to provide cleaning and personal protection items, and messages of encouragement. For this we are extremely grateful!

various community partners who

While the material needs generated by the pandemic have been replenished, the lasting emotional effects may not go away so quickly. The reality of having to lock down our facility for what will soon be a full-year of isolation for our residents is heartbreaking. The undesirable impact of isolation on aging adults as it relates to depression, as well as cognitive decline have been well documented.



Chief Development and Community Engagement Officer

The no visitor mandates administered for skilled nursing home facilities last March at the national and state level were undoubtedly enacted to ensure stopping the spread of infection in our vulnerable aging population. However, for many already health and cognitive com-

promised aging adults, keeping them from their spouses and children was perceived as a punishment.

As one of the largest and first facilities in Northern Michigan to close its doors to visitors, the impact to the residents at Grand Traverse Pavilions has been disheartening. The Pavilions Social Workers and staff have remained committed to help find creative ways of coordinating virtual visits for residents and their families through the use of technology such as iPhone, Skype, FaceTime, etc., and through outdoor window or "vestibule visits" as weather conditions have changed. These efforts have certainly limited the spread of infection in our resident population. The Pavilions has experienced no COVID-19 outbreaks or COVID related deaths, which is extremely commendable.

While state and federal mandates were imposed during the pandemic to provide safety, they may have also taken the most valuable resource known to mankind, one that simply can't be replenished. What is this invaluable resources.... Time! And while we can't make up for lost time, we are asking that the community

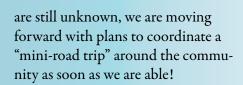
help us recommit to providing a quality experiences for the vulnerable aging population we serve.

The Pavilions Foundation is embarking on a comprehensive Capital Campaign titled "Committed to **Quality:** Quality of Life and Quality of Care" to ensure that our community, the residents families and friends, along with our volunteers and staff, help insure the very best use of the time our residents have with us.

### Phase I - Quality of Life:

The Pavilions Foundation is working with Pavilions leadership to identify various opportunities to enhance our resident's quality of life through an assessment of current and potentially expanded activities, programs, and engagement with nature, children, pets, and community events. One of the key expenditures identified as essential to help our residents enjoy their community is the purchase of a new multi-wheelchair accessible transport bus. A bus to transport residents was ironically the very first purchase the Pavilions Foundation help made possible in 1997 when it was started, and today it is equally essential for our residents to enjoy local shopping, dining, sports and entertainment excursions in the community. Funding for the bus has already been committed by two local family foundations - The Haden Foundation and the Art and Mary Schmuckal Family Foundation. The bus will be purchased this spring, and while the pandemic restrictions





As you may have read earlier (on Page 7), one of the most valuable assets the Pavilions offered its residents during the pandemic were safe outdoor spaces to enjoy nature and fresh air in the various Pavilions courtyards. This year, financial and volunteer support will be requested to assist in the refurbishing and maintenance of the courtyards for our residents. Various opportunities are also available for individuals or families to make Memorial or Honorary Gifts to recognize or leave lasting messages to loved ones on brick pavers in the Pavilions Plaza or on the campus benches, wheelchair accessible picnic tables, or as living memorials with planted trees though the Campus Beautification Fund.

### **Phase II - Quality of Care:**

There is currently a national health care worker shortage which is greatly impacting the senior care industry. As the aging population increases and the baby-boomers age there has never been a greater need for caregivers who sincerely want to make a difference in the lives of other human beings. Age, gender, education level, or the ability to work full or parttime is irrelevant, the only thing that

is required is that these potential workers have compassion. We are asking the community to help us identify people of all ages that want to give back to elders of our community. The Pavilions Foundation is again working with the clinical team of nurses, therapists and certified nurse aides (CNA's), to identify equipment, technology and training that will help them be the very best caregivers for the elderly we serve. There will be opportunities for the community to support educational scholarships for our staff through the established Employee Education Fund. Today, nearly 80% of the Pavilions resident population are Medicare/Medicaid recipients. As a public facility the Pavilions typically provides more than four million dollars annually toward charity care for aging adults we serve whose care is not fully covered by Medicare/



Medicaid funding. The Benovelant Care Fund was established to provide ongoing support to the Grand Traverse Pavilions to ensure it would continue to be able to provide this level of charitable care for the county's valued elders. We encourage community members who may be interested to consider making a gift to this endowment.

Please see the article in this issue (on Page 5) regarding how *The CARES Act provides Charitable Giving Incentives* allowing taxpayers to deduct up to \$300 (per individual) of their charitable donations in 2021 without needing to itemize deductions. Regardless of your financial ability, or your ability to volunteer, we believe you can join us and become *Committed to Quality* for our communities aging adults!





Grand Traverse Pavilions
FOUNDATION

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### Keeping Connected

By Jena Capriccioso

To slow the spread of the coronavirus among seniors, nursing homes and assisted living communities such as Grand Traverse Pavilions have been diligently following CDC recommendations and restricting all visitors, volunteers, and nonessential personnel. These measures have been critical for minimizing exposure of the virus to the aging population who are at high risk of developing severe illness or even dying from COVID-19. However, for our aging population the pandemic has created a sense of unease, confusion, and even panic. Especially, for seniors with dementia.

Grand Traverse Pavilions acknowledges that these social restrictions are especially hard on the families we serve and want to encourage families to stay connected. We offer several safe ways for loved ones to stay connected from a safe distance:

**Talk on the telephone** - With texting and video calls, sometimes we forget that a good old-fashioned phone call is an enjoyable way to stay connected.

Video Calls – Your loved one's Social Worker is available to work with family members to arrange video calls. There's extra comfort and reassurance in seeing someone's face.

### **Drop off Letters or Care Packages**

- If your loved one isn't able to use a telephone, smartphone, or computer, contact their Social Worker to find out how you can drop off letters or care packages for them.

Arrange a Window Visit – Social Workers can also help arrange a window visit through our front lobby vestibule.

To stay informed with our current family updates and announcements please visit our website at: https://www.gtpavilions.org/family-weekly-updates/



### "Stay Tuned" for Events

With all of the planned fundraising events for 2020 having been cancelled or reorganized... such as, Concerts on the Lawn -Goes Radio Retro and the Grand Event: Life, it has left the Pavilions Foundation looking for new ways to engage our supporters. This May is also known as "National Older Americans Month" and it is therefore the Month we celebrate "National Nursing Home Week," making it an appropriate time for the Pavilions Foundation help bring greater awareness to the work done at Grand Traverse Pavilions for our communities aging adults. However, with so much uncertainty if we will be able to hold face-to-face gatherings, the Foundation is once again looking to take to the airwaves to connect with our community. We are excited to again work with Radio Centre Broadcasting to look at the possibility of hosting a "Radio-thon" to update the community on exciting plans for the year ahead with a very special kick off of the Pavilions "Committed To Quality: Quality of Life and Quality of Care Campaign." More information to come... so "Stay Tuned!"

## The "Hairapist"

There are few things that make ladies feel better about themselves than some pampering! No matter your age, going to the beauty/barber shop is often considered a very special treat. If you remember the nostalgic TV shows of the 1940's - 1980's everyone always had their hair perfectly styled. It is this generation that makes up the majority of our residents here at the Pavilions. Twice a week the Pavilions provides a very special type of therapy for our residents... it's called "Hair-apy." Well, it isn't actually a medical therapy, but for those who enjoy the physical and emotional benefits of looking their best, it certainly does have a positive impact on their wellbeing! Appointments can be scheduled through the individual Pavilion Social Workers or by calling the Out on a Limb Salons in (Birch Pavilion and Maple Rehab Unit) at 231-932-3508 or 3208.

Lynn Whaley provides Hairapy sessions on Mondays and Fridays for Pavilions Residents like Kathryn Christunas who happily posed for her "Glamor Shot" after getting hos heir does.

