

MONARCH

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PLYMOUTHTM PLACE

Exemplary living for generations.

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Nicholas J. Lynn
Board Chair



Jay Biere
Chief Executive Officer

Board Chair and CEO Welcome

In March 2023, Plymouth Place was proudly featured in The Wall Street Journal under the headline “The Future of Senior Living.” This is a testament to our continued commitment to innovate, elevate, and advance Plymouth Place to the forefront of what older adults desire as they age successfully in the new paradigm of resort-style living. As we sail into our 79th year, we know that our founders would be proud of how we’re continuing their legacy.

Speaking to our years of experience, the significant age range of people we serve, and the multiple generations of families who have entrusted us with their lives, we’ve introduced our new tagline, “Exemplary Living for Generations,” as we reimagine the type of lifestyle offered at Plymouth Place.

Exemplary means “to be the best of its kind.” It’s positive, motivating, and precisely what we strive to be in all we do at Plymouth Place. In this issue of Monarch, you’ll hear firsthand how Plymouth Place lives out the word “exemplary.”

As you read about the cutting-edge wellness and conditioning programming within the new Center for Healthy Living, we hope you will get excited about what this keystone addition will bring to Plymouth Place and the wider community. Learn more about the best-in-class amenities this center of excellence will bring to residents, staff, and community members. Our exemplary employees are indeed “Our Most Precious Resource.” In fact, in January 2022, Plymouth Place was recognized as Great Places to Work® certified and ranked #11 in Fortune Best Workplaces in Aging Services™. You’ll meet two of our frontline staff members to hear how investing in the Employee Scholarship Program at Plymouth Place has made a positive difference in their lives and continues to impact our community for the better.

We absolutely love the photo spread “Sneak Peek: The Plymouth Place History Wall” and the uniquely showcased photos on the cover of this Monarch edition! We hope this new history and heritage wall “connects the dots” on decades of service on the part of so many, and that the symbolic butterfly helps remind you that behind every face is a story waiting to be told.

Thank you for helping us build upon our legacy and creating the stepping stones as we climb toward our exemplary future. **PP**

Messages from the Residents' Council's New President and Vice President

Approximately four years ago I was encouraged to be a candidate for the Residents' Council's Vice Presidency. After two terms as Vice President, the logical progression finds me becoming the new president, following legendary Joyce Linn, who provided stellar leadership for almost six years. During my apprenticeship, I met many wonderful residents, learned about huge plans for a new East Campus, staggered through a depressing pandemic, watched the East Campus come to life, and suffered the extreme pain of losing Pat, who was my wife and best friend.

Despite the setbacks many of us experienced, I know the future will provide positive experiences for all of us. Why? What I tell others about Plymouth Place—is our positive culture. Before we moved in my wife had an extended stay on the third floor to heal a broken hip, and it was then that we recognized Plymouth Place's positive culture. The third-floor staff threw a 50th-anniversary party for us. The menu was pizza and Cokes—hard to beat that for a party! Plymouth Place likes to party!

The concept of positive culture is demonstrated by a local TV ad where it shows a woman walking past a business entrance and an employee says, "Hello, Carol." And she responds, "He remembered my name!" That's positive culture and makes me think of Plymouth Place. Have you ever wondered how a Plymouth Place employee knows your name?

A new Residents' Council President might ordinarily face the future with great trepidation. Still, I look forward with excitement because Jay Biere leads us, we have a very talented leadership team, our resident council committees are excited about their goals, our vice president is Don Ahlm, and, of course, our positive culture. **PP**



Art Grundke
Residents' Council
President

As Plymouth Place residents we enjoy many privileges, including Skilled Nursing on the third floor, Assisted Living on the second floor, and Independent Living on floors 4 through 8. In my situation, I have experienced all three.

I can attest to the excellent care received in Skilled Nursing, having entered in September of 2020 with a broken leg and internal issues. A caring medical staff and devoted therapists attended to these issues for seven weeks. As my condition improved and not yet completely healed, an opening was available in Assisted Living on the second floor. There I spent five months again tended to with care and dedication, even during a difficult COVID lockdown.

During that lockdown, human contact was negligible except for a few individuals allowed access, including the nursing staff, meal delivery always with a smile, and a few others, including Edwin Robles, physical therapy instructor, and Anita Martin, art instructor. They offered consolation and encouragement with words like "This too will pass."

At the time, I did not fully realize how important our dedicated staff is to our well-being. During my time in Assisted Living, I began to appreciate the value of Plymouth Place residency and also the assistance we were shown by Margo Gilbert, IL Sales Manager, as I transitioned to the apartment where I now reside.

Throughout my Plymouth Place experience, caring individuals have tended to my needs, as is still the case. How fortunate we are to be part of the Plymouth Place family! **PP**



Don Ahlm
Residents' Council
Vice President

The Road to the Villas



Bob Denny sits in his favorite chair in the Arboretum Villas construction site

Recently on the Plymouth Place “Living Without Limits” podcast, host Nitsa Foundos, Senior Director of Sales, interviewed Bob and Barb Denny, who spoke about their move to the Arboretum Villas and their journey to that decision. Bob, a retired chemical engineer, and Barb, both long-time residents of La Grange, wanted to stay in the area to be close to family.

While exploring other communities, the Dennys realized they were looking for something unique—a place that aligned with their mindset and values. “We really wanted a place that catered to a younger group

of people, not necessarily in age, but in mindset,” said Bob.

“The outdoors is important to us,” Bob continued. “And there is a big difference in this organization’s ability to accommodate our needs. One of the hardest parts for us, giving up our single-family home, was giving up our yard, gardening, and sitting on our deck—doing all those kinds of things. So we really look forward to the landscape and walking trails here at the Arboretum Villas.”

“The pond that the Villas will have at the east end of the property is even going to be stocked with fish!” Bob said. “I’m a fisherman and look forward to wetting a line out there! Even though other communities

seemed similar on the surface, the Arboretum Villas stood apart with its emphasis on outdoor spaces and greenery.”

It’s important to contemplate the financial aspects in addition to the quality-of-life factors when making this decision. These two considerations are related because simplifying financial matters can enhance one’s quality of life. The Dennys found the numbers quite similar when they compared the overall cost of living for their single-family home to what they would spend at the Arboretum Villas. “Because you’ve got one single predictable monthly fee, the complexities of your financial life can be simplified a great deal,” Bob said. “For me, it gives me a lot more time to do what I want to do.”

Bob and Barb are genuinely excited about their decision to move into the Arboretum Villas. Their story reminds anyone looking to make a big change to seek out what’s best for them while emphasizing the importance of finding a place that aligns with their values and priorities.

The “Living Without Limits” podcast tells listeners that life is full of possibilities and that the journey is worth taking. Plymouth Place wants everyone, no matter their age, to stay inspired and keep pursuing their dreams! **PP**

To hear the Dennys’ podcast in its entirety, along with our other “Living Without Limits” podcasts, visit us at bit.ly/TAVDennysPOD or scan the QR code here.





Artist rendering of the Center for Healthy Living at Plymouth Place

A Whole New World

The Center for Healthy Living

In 1944, Plymouth Place was founded as a ministry by its residents on D-Day to foster a community that values its cultural heritage and traditions. The aim was to provide a haven for current and future residents where their care needs would always be met. Plymouth Place has come far from that fateful voyage to what is currently underway.

In 2023, the new Center for Healthy Living will become a "neighborhood" at Plymouth Place and a hub of excellence for the community. Residents and community participants will have a world-class destination with dedicated staff at their doorstep where their physical, emotional, social, and spiritual needs are met. According to Katie Freese, Senior Director of Support Services,

the Center for Healthy Living will also become a busy social hub for residents with various amenities and wellness programs. "We will be able to offer year-round connections and activities," she said.

A New World of Care

"The Center for Healthy Living is a whole new world for us," remarked Chris Irvine, Senior Director of Rehab and Wellness. "The center will have a health clinic featuring the most advanced health classes and assessments, ensuring residents and participants maximize the health and wellness benefits to keep them aging brightly!" commented Irvine, who has served Plymouth Place for over four years. "Not only will the clinic help with pain management, it will also offer rehab services and preventative care."



Chris Irvine, Senior Director of Rehab and Wellness

For Irvine, this expanded therapy component represents a lifelong ambition. "When I first came to Plymouth, Jay Biere [Plymouth Place's CEO] and I discussed the vision for such a therapy program within a wellness model. We imagined an expanded outpatient physical therapy program producing high-quality outcomes for residents and service users."

An expanded pain clinic will also be added, with expert pain management physicians on-site and readily available to help residents with diagnosis and treatment options. "We have to be nimble enough to shift our programming, which sets us apart," Irvine continued.

One of the more significant amenities at this Center for Healthy Living is the new 36' x 22' donor-funded pool, boasting floor-to-ceiling windows overlooking the gorgeous gardens. Stefanie D'Anna, Wellness Manager at Plymouth Place, beamed with delight at what's coming. "I would like to thank those who gave to this area for their amazing generosity. While they're helping to change lives beyond just lifestyle, they're also helping to make a difference in the residents' physical well-being through aqua therapy."

The aquatic program participation rates at Plymouth Place have tripled over recent years. "We're excited to offer a more robust aquatic program that will promote wellness, social well-being, and make working out fun," D'Anna said, smiling. "Residents and their guests will be able to participate in open swimming in the new lap pool and utilize this area for fitness and Zumba programs. We're excited to introduce low-impact Aqua Fusion and Aqua running classes using aqua poles for support, good for low-impact arthritis," commented D'Anna, who has been with Plymouth Place for five years. "I am excited to see the joy of the residents!" D'Anna remarked.

"Our new pool area, which will look so beautiful, will also create a fun atmosphere for residents to meet up while they perform their therapy or recreational activities," Irvine added. "There will be time for friends and family to come to visit and participate in open swim."

Future of Rehab

With more activity space, Plymouth Place can expand its award-winning wellness programs, most notably its Rock Steady Boxing program. This award-winning boxing program was created to enhance the lives of those affected by Parkinson's. Rock Steady Boxing improves basic motor functioning through a tailored program, helping the class attendees with power, flexibility, strength, and speed. "Parkinson's is something that some older adults face as they age. In the past, there wasn't a program this profound anywhere in the southwest suburbs. Through our Rock Steady program, with resident and community participants, we've distinguished Plymouth Place as a good neighbor playing its part in serving the greater good."

For D'Anna, Rock Steady Boxing was one of the main reasons she came to Plymouth Place. "To be able to make a difference in the Parkinson's community is very humbling and puts a smile on my face," she said.

Alongside the health clinic and wellness initiatives, the Plymouth Place wellness team will now be equipped with a specialized physiologist whose sole focus will be on catering to the needs of residents and external clients. This dedicated physiologist will also help with personal

"A Whole New World..." continues on page 08



Artist rendering of the aquatics area inside the Center for Healthy Living at Plymouth Place

training, laughter yoga, traditional yoga classes, Pilates, and the Barre Experience. Using various props, the Barre Experience is an effective, low-impact, full-body workout focusing on strength, flexibility, and mobility. "Whatever the need, the physiologist will tailor an individual plan for each resident, helping them to feel heard and appreciated. It will be excellent for anyone at any level," Irvine added.

For Biere, creating this dedicated center of excellence was a dream come true. "The overall goal of the Center of Healthy Living is to break through the usual aging paradigms and create a space that will challenge residents to achieve their fullest potential of function and independence," he said. "It will offer more music and art therapy options, places for residents to invite their friends and family, and give them a place that honors their right to experience life to the fullest."

"Destination" Plymouth Place

The Arboretum Villas area will also welcome *30 North*, a unique dining experience that residents and their guests will soon be able to enjoy. "*30 North* will create a sophisticated atmosphere, pairing American Regional

Cuisine with the view of the immaculate green space where residents will be among friends and family in a shared experience," remarked Cheri Boublis, Senior Director of Hospitality, who has been with Plymouth Place for four years. "Along with the atmosphere and views, the state-of-the-art kitchen will surely excite all who partake in the experience," Boublis said. "Under Jay's leadership, what is interesting is the partnership between culinary, wellness, and landscape design teams to reimagine what it means to live vibrantly!"

"One of the most important aspects of *30 North* will be the balance of design and functionality," remarked Irvine. Something exciting happening with the dining room is that Plymouth Place is partnering with the renowned Publican Bakery to help provide farm-to-table ingredients for their restaurant.

"The goal is to deepen the understanding of how food and nutrition can impact health without sacrificing food quality and the pleasure it brings," remarked Boublis.

"It's all about creating a destination at Plymouth Place where residents have a multitude of wellness programs situated in a carefully designed location and integrated with fine dining, all while promoting socialization with others—keeping healthy while having fun!" said Irvine. "And if a specific destination complements the energy, the vibe of the program helps that resident get the most out of every experience."

The Center for Healthy Living will be an oasis of beauty overlooking the expanded gardens. "It will be easy to lose track of time as you sit by the fire pit and take in the gardens, our wonderful and beautiful open spaces. There's no better way to get lost in your thoughts while enjoying the outdoors," remarked Freese. "Research tells us that being outdoors just 15 minutes a day can improve a person's physical and emotional wellness. Supporting the team in maintaining the gardens is a high priority. It will be a tranquil place where residents and the community can relax and enjoy the scenery."

Irvine added, "Regardless of where you are in your journey—if you're independent, in assisted living, memory care, the health care center, or a staff member who wants to join a class—we are all one community, one family. We are Plymouth Place strong...together!"

For Biere, partnering with the Residents' Council has also been key to the success of this new health and wellness vision for Plymouth Place. "I hope our founders would be very pleased, proud, and happy to see the Plymouth Place community today," reflected Biere. "The Center for Healthy Living will be exemplary," Biere continued. "From the swimming pool to the expanded health and wellness programs to the new dining experiences, and even the gardens, there will be something available for all residents. That's the Plymouth Place experience." **PP**



Artist rendering of 30 North at Plymouth Place

The Power of Charitable Giving

Charitable Giving is primarily considered an act of kindness motivated by one's selfless desire to help others and support their missions. It's also worth noting that the impact of donating to charity affords some amazing additional benefits, both personal and financial.

One can experience a sense of fulfillment and happiness when giving even a small amount to help others. Witness the tangible results of your generosity, and feel satisfied knowing you've made a positive difference in other people's lives.

Charitable Giving is also a way to express your gratitude for the gifts you have received or to reward an organization that may have helped you in a previous time of need. "Giving back," in other words, demonstrates your appreciation and reflects your commitment to a purpose-driven life.

In addition to the personal benefits of supporting a worthy cause, making a qualified charitable donation can also help you reduce your income and/or estate tax liability. Consider your personal approach to Charitable Giving as an element of your overall financial planning, and remember that tax efficiencies will vary based on each individual's overall unique tax situation and the type of gift donated.

As a rule of thumb, keep in mind these basic definitions and rules generated by the U.S. Tax Code and the IRS when considering the potential tax efficiency of a charitable donation*:

- A charitable donation is a gift of cash or property made to a public charity or other qualified non-profit organization to help it accomplish its goals, for which the donor receives nothing of material value in return.
- Charitable donations can lower your taxable income. U.S. taxpayers who qualify to itemize deductions may be able to deduct cash donations valued at up to 60% of their AGI (adjusted gross income) annually. (The maximum percentage limit drops to 50% of AGI in 2026.)
- If you cannot deduct all of your charitable donations in a year because you've hit the maximum percentage of taxable income, you may be able to carry the charitable deductions forward for up to five years, at which time they expire.
- Charitable donations can also reduce your taxable estate for State and Federal estate tax purposes, and donating today removes from your estate both the value of today's donation and the value of all future appreciation on your donation.

Consult with a licensed financial professional such as a Certified Public Accountant (CPA), Certified Financial Planner (CFP), Registered Independent Advisor (RIA), or your attorney for proper guidance suited to your own personal situation. Consult with the Office of Philanthropy or visit PlymouthPlaceGiving.org for ways to make a gift.



BE IN THE KNOW...

ON THE BENEFITS OF INTEGRATING PHILANTHROPY INTO AN EFFECTIVE ESTATE PLAN

**WEDNESDAY, NOVEMBER 8 @ 11 A.M.
PLYMOUTH PLACE - DOLE HALL**

Hear frontline stories from our distinguished panel of experts of how transformational gifts to charities have impacted others while also establishing comprehensive mechanisms for leaving a legacy to your family or charity of your choice.

Hosted by: Paddy Homan, Senior Director of Philanthropy

Featured speakers:



Mary Pat Flaherty
Estate Planning &
Estate and Trust
Administration Attorney



Don Vear
Agent, Registered
Representative NYLIFE



Bob Vear
Agent, Registered
Representative NYLIFE



Cathy Kane, CPA
Principal,
CliftonLarsonAllen LLP

Charitable Giving is often top-of-mind on a seasonal basis, either at the end of the calendar year or during the pre-April 15 tax-planning season. You may find it beneficial to consider your giving plan at other times of the year as well, when making other decisions regarding your overall financial planning.

The power of charitable giving and its benefits are far-reaching and most rewarding. Helping an organization that matters to you, supporting causes that reflect your values, and even establishing a legacy for yourself and your family can pay out in many ways, both personal and financial. **PP**

Source *<https://www.investopedia.com/terms/c/charitabledonation.asp>

The Devlins Keep Their Legacy Going

Born, raised, and educated on the east coast, Peter and Maria Devlin came to the Chicago area in the 1970s, leaving their families behind, marking the beginning of a journey that would ultimately lead to Plymouth Place, where they would find a new, extended family.

Their journey began when Peter accepted a position with Inland Steel Company in Chicago after earning his master's degree in Public Administration at Cornell University. Having previously worked for Brown University in a prestigious genetics research lab, Maria joined a lab at Chicago's Rush University Hospital.

New Beginnings at Plymouth Place

"Living in Chicago in the 1970s and '80s was a rewarding time as we made new friends and came to know our new home state, including its sometimes-trying winters. Of course, I listened to my Mom from her earlier Chicago visits and followed her footsteps to Marshall Fields," remarked Maria. "We were happy here and pleased to host many of our East Coast friends and family who were able to visit us in our new home."

Over the years, and having experienced caring for both their parents, Maria and Peter knew they would need to develop a comprehensive plan for themselves at some point. "As I have some

ongoing medical care needs, Peter set off doing his homework on some of the many communities in the area, including Plymouth Place," said Maria.

In the end, the Devlins decided to make Plymouth Place their home. "We thought about it a lot and chose Plymouth Place for a number of different reasons, including that initial impression of how well-maintained it was. Now that we've been here over two years, our impressions have only been reinforced. It is a very positive environment in a beautiful building that offers so much," Peter said.

"We feel very comfortable here, getting to know other residents and hearing about their own journeys to Plymouth Place," Peter continued. "We've watched the construction of the Arboretum Villas from the beginning when they were but an idea to now as they march to completion. The Board and the Leadership here deserve a lot of credit for making that happen while at the same time enhancing the existing building from top to bottom."

Maria agreed, adding, "When we looked at other communities, we tried to get a sense of their resident engagement. Plymouth was definitely on par at the time, and since then, Plymouth has continued to impress us with the quality of its programs and lifelong learning opportunities put on by staff and residents."



Maria and Peter Devlin in their early years together, circa 1983

An Expression of Gratitude

"We feel that we are in a good place and want others to be able to enjoy what we have found here. To that end, we decided to donate a portion of our entrance refund to support Plymouth Place in the years ahead," the Devlins said.

"Plymouth Place has a great tradition of paying it forward," said Paddy Homan, Senior Director of Philanthropy at Plymouth Place. "If a donor is inclined to make a provision for Plymouth in their estate plan, instigating it through the entrance refund is a straightforward mechanism." Homan continued.



The Devlins off to opening night of the opera

"When I began serving at Plymouth in March 2019, we worked with our sales and legal department to review and update the entrance refund document to allow donors to give back in a meaningful and transformative way," Homan said. "Planned Giving has been a cornerstone of strategic planning for Plymouth Place. We need only to look at the extraordinary people who journeyed with Plymouth over the decades and who gently moved the mission forward through their volunteering, leadership, and impactful giving" Homan remarked.

Homan, a native of Cork City, Ireland, comes from a large family of seven! "I come from a large family in Ireland; family always comes first. At Plymouth, and in general, we encourage families to consider philanthropy a smart financial mechanism in generational wealth transfer. We work with donors, their families, and their financial advisors on a case-by-case basis. We listen to how they want to make a difference in the lives of others and guide them through the process," said Homan.

"Assigning all or a portion of your entrance refund to Plymouth Place as a future planned gift does not

mean you have to revise your will," added Bev Carino, Controller at Plymouth Place. "Also, refunds can be designated to any area specified by the donor," Carino continued. "We then manage it under the annual auditing guidance of our accounting firm, Clifton Larsen Allen. A few examples of designated giving areas include Scholarship, Benevolent Care, Spiritual Care—which includes covering the salaries of our two dedicated Chaplains—or simply Unrestricted." An Unrestricted donation provides Plymouth Place the discretion to apply the funds where they are most needed.

For Peter and Maria Devlin, it comes down to a simple thing: "Plymouth Place has made a very positive impression on us. We want to help its legacy continue." **PP**

For more information on how to make a provision for Plymouth Place in your estate plan, please get in touch with the Office of Philanthropy today.

Paddy Homan, Senior Director of Philanthropy at Plymouth Place, whom you met in this story, can be reached directly at (708) 577-6678 or via email at PHoman@plymouthplace.org.

Visit PlymouthPlaceGiving.org for more information.

Investing in Our Most Precious Resource

Staff to Scholars

“We believe in you and your future,” says Jay Biere, CEO and President of Plymouth Place, speaking directly to the staff. Whether working on the frontline or behind the scenes, employees are the hands and feet constantly moving throughout Plymouth Place, keeping it running like a well-oiled machine. “We are so lucky to have special staff who lift Plymouth Place up to its highest standards,” Biere says. “Our scholarship program provides a way for our staff to continue their education and elevate themselves and their families while making a meaningful contribution to living at Plymouth Place.”

The employee scholarship program is a critical pillar supporting Plymouth Place’s original mission, established over 79 years ago. Our scholarship program began in 2016, largely thanks to the generous bequest of former resident Elvera Teuffer, known for her quiet demeanor. She was a resident for seven years, and often spent time at the front desk conversing with employees wanting to get to know them more. On her passing, Plymouth Place became the beneficiary of her estate. Elvera trusted that Plymouth Place would safeguard her inspired gift and create something special to better the community. Her estate gift was unrestricted, and the Plymouth Place Board of Directors worked with the Residents’ Council to put it to good use, establishing the Elvera Teuffer Scholarship Program in 2016.

“We believe in you and your future.

– Jay Biere, Plymouth Place CEO

Funded exclusively through philanthropy, since March 2020, Plymouth Place has awarded over 90 scholarships at a cost of over \$283,000 to support staff in their learning. Types of scholarships include but are not limited to:

- **CNA certification.**
- **Associate’s, Bachelor’s, and Master’s degree clinical courses.** Some examples of clinical studies include Anatomy and Physiology, Medical Terminology, Health Care Ethics, and Counseling Techniques.
- **Non-clinical courses.** There are many non-clinical courses that a Plymouth Place employee may find helpful in advancing their career. Some examples include courses in Business, Human Resources, and Communications.
- **High School and College Summer/Fall Programs.** With programs focusing on health career exploration, leadership development, service learning, and even gerontology research—the scientific study of aging—those in high school and college can utilize a scholarship, too. Student loans are also available to both full and part-time employees.

For Dr. Martha Klima-Gamble, Senior Director of People Services, the impact of the scholarship program is profound. “This program is of the utmost importance as it not only helps in upskilling and supporting staff in their learning, but also benefits their families. We are lucky to impact an employee at a critical time in their life, support them in their learning, but not burden them with the costs of education,” remarked Dr. Klima-Gamble. “We also recognize the need to get staff involved in this program as soon as possible, and we have worked with the scholarship committee to waive the tenure required to apply. *Now employees can apply immediately on hire!*”

Residents continue to carry the torch Elvera started seven years ago by funding the scholarship program through their ongoing philanthropic gifts. They love and appreciate Plymouth Place staff because they're provided with compassionate care and attention.

"In addition to their other responsibilities—home and family, sometimes a second job, school—our staff still maintains pleasantness," said Joni Nelson, Plymouth Place resident of five years. "We know they have many other responsibilities outside of Plymouth Place and yet the staff always has time for us and they're fun to be around." Nelson volunteers at Plymouth Place, teaching English as a second language in the John and Barbara Easter Learning Center and working in the Marketplace, leading to increased interactions with staff.

"We know they have many other responsibilities outside of Plymouth Place, and yet the staff always has time for us, and they're fun to be around." Nelson volunteers at Plymouth Place, teaching English as a second language in the John and Barbara Easter Learning Center.

Residents support the employee scholarship program because they believe that education is important for everyone, and they want to help staff reach their full potential. Donating to the Elvera Teuffer Scholarship Fund is a great way to show appreciation for the staff's efforts and assistance.

How it works

Approximately 40 employees per year apply for scholarship funds. Recipients are chosen by a twelve-member committee of Plymouth Place board members, residents, and outside community representatives. The committee meets quarterly to review applications, ensuring that while they honor and support the goals of hard-working associates, the goals of Plymouth Place are supported as well.

Why it's important

- **Employee Retention:** The scholarship program is vital to Plymouth Place's excellent employee retention rate of 80%. A 2015 survey by The Society for Human Resource Management found that organizations that invest in employee training and development have 34% higher retention rates than those that do not have any such program.
- **Attracting new talent:** The scholarship program demonstrates Plymouth Place's commitment to



Jim DeWan, Culinary Professor

employees' growth and development. It helps attract new, quality talent by highlighting how much they truly believe in and invest in their staff.

- **Increased productivity:** "The Future of Jobs Report" conducted by the World Economic Forum found a positive correlation between employee education and productivity. Investments by companies in education and training are shown to be directly associated with increased productivity, improved employee retention, and more significant innovation. These three points underscore Plymouth Place's commitment to their staff.
- **Career Development:** Continuing education provides an opportunity for Plymouth Place employees to develop new skills, which can help them advance their careers and take on new roles within the organization.

Regarding career development, Plymouth Place best utilizes resources through a partnership with Culinary Professor Jim DeWan. As a former food critic for the

"Precious Resource..." continues on page 16



Since 2020...

Plymouth Place has awarded \$283,402.38 in employee scholarships and 94 scholarships have been awarded!

To inquire about the Plymouth Place Employee Scholarship Program application process, please email peopleservices@plymouthplace.org.

To make a gift to the Elvera Teuffer Employee Scholarship Fund, visit PlymouthPlaceGiving.org or simply scan the QR code below.

Contact the Office of Philanthropy at (708) 557-6678 to learn more about your gift's impact on the Employee Scholarship Fund.

Scan here to give a gift to the Plymouth Place Employee Scholarship Program.



Wendy Guerra

on a single scholarship gift, Plymouth Place redirects funds to group train many employees at a time to utilize resources best. This classroom-style training has greatly benefited the staff's career advancement, specifically in the culinary department.

Spotlight on Two Scholars

We spotlight two staff members who benefited from a Plymouth Place scholarship: Wendy Guerra and Octavia Arrington. These inspirational staff members earned more than degrees and certifications. They also came away with sharpened business skills, self-confidence, and a satisfying sense of accomplishment.

Wendy Guerra

Continuing her education was always something Wendy Guerra wanted to do. Wendy has been with Plymouth Place for six years and serves as a Medical Records Coordinator. Thanks to Plymouth Place's scholarship, Wendy is working toward earning her Bachelor's degree in Healthcare Management from Western Governors University in May 2024.

Chicago Tribune, Jim DeWan started at Plymouth Place by helping create menus and inventory for the dining room, pub, bistro, and kitchen. Once everything was completed, Jim was asked to stay on and train other kitchen staff in all the procedures he created. This increased staff productivity and job knowledge. As a culinary professor at the College of DuPage, Jim has used his connections to create a hospitality internship position at Plymouth Place. Using Jim's expertise, instead of educating one employee



Octavia Arrington

Wendy has observed an added benefit beyond academics while working toward earning her degree. She remarked how she had bettered herself and sharpened her professional skills while returning to school to continue her education. "I've improved my ability to prioritize, organize my time, and do what's most important first. I've gotten better at keeping myself organized and on track. Personally, it's helped me to focus more."

Wendy would encourage any Plymouth Place employee wishing to earn a certification or degree in their field to apply for a scholarship. "It's an amazing gift—a good opportunity to improve your skills."

Recipients are grateful to the donors who have given to this program. "If someone who gave was sitting next to me," Wendy said, "I would say, 'Thank you for your kindness and generosity. And without you, it wouldn't be possible. It is definitely going to make my life better. It's making me see that I'm capable of more than I thought.'"

“ It showed me I could learn something new. It's like life is unlimited. ”
— Octavia Arrington

Octavia Arrington

Octavia Arrington proudly reflects on continuing her education, "If you asked me ten or fifteen years ago if I ever envisioned myself walking across a college stage, I would not have thought I would."

But this past May, thanks to the scholarship program at Plymouth Place, Octavia walked across a college stage. She received her Certification in Human Resource Management from the College of DuPage.

Octavia has been a staff member of Plymouth Place for 20 years, beginning as a CNA before becoming secretary and scheduler for the Health Care Center (HCC) third floor. Currently, she's the Staffing Coordinator for the Health Care Center.

Octavia first learned about the employee scholarship program in her monthly department meetings and also from Jay Biere. Plymouth Place management encourages employees passionate about their careers and continued education to apply. Octavia has a simple message for other Plymouth Place employees considering continuing their education but haven't yet applied for the scholarship, "Go do it. Don't wait."

In addition to earning her certification, Octavia gained something equally significant thanks to the scholarship experience. Returning to school later in life during her 20-year career was a form of self-care. "I took that step back and put myself first. It showed me I could learn something new," she said. "It's like life is unlimited."

What was so special about this May graduation experience was that there was not just one graduation in the Arrington household, but two! Octavia's son, Corey, also graduated from high school this past May. She is proud of his accomplishments as he continues at Western Illinois University and enthusiastically encourages him, "Look, son, I did it. You could do it, too."

For Octavia, having the opportunity to advance her education while positively influencing her family and friends through this scholarship journey is truly inspiring. "To those who have donated to the Scholarship fund, Thank you," Octavia said. "I really appreciate it. It meant a lot to me and my family. It gave me peace of mind. Just thanks." **PP**



Plymouth Place CEO Jay Biere, Chaplain Christina Vosteen, and Senior Director of Philanthropy Paddy Homan attend a Mission Moment at First Congregational Church of Western Springs in June 2023.

Snapshots of Philanthropy



Joyce Linn, served for three years as Plymouth Place's Residents' Council President and all are grateful for her dedicated service to others.



Plymouth Place Senior Director of Hospitality Services Cheri Boublis, resident Jan Matheny and Housekeeping Supervisor Carlos Felix at the 2023 Plymouth Place Volunteer Appreciation event, where Matheny was awarded the 2023 Volunteer of the Year award.



Resident Jan McDermed with fellow resident Lou Lateer, winner of the 2023 Spirit of the Monarch award, at the 2023 Plymouth Place Volunteer Appreciation event.



The P2H2—Plymouth Place Helping Hands Committee—sponsored a project called Books for Students. Over 70 residents provided financial resources to purchase books for employees' children. Here is one of the P2H2 members, Sue Johnston, with recipients.



Plymouth Place resident Nancy Conforti, Senior Director of Hospitality Cheri Boublis, Emeriti board member Nancy Sutherland, artist Jim Mikkelsen, and CEO Jay Biere with a piece of Jim's artwork on display at Plymouth Place.



Paddy Homan, Senior Director of Philanthropy

Giving From the Heart

“ The act of giving brings immense joy and satisfaction, not just from the immediate impact of the gift but also from watching it grow and make a difference over time.

– Paddy Homan

”

It is such a privilege to see donors’ daily acts of kindness in wishing to pay it forward to others within our community and also at large. While philanthropy is a global reality, there can be no doubt that the seeds of its growth and sophistication are truly an American phenomenon, backed up by the US Tax Code. In fact, Giving USA just published its 2023 Annual Report on Philanthropy, showing total charitable contributions for 2022 surpassed \$499 billion. What a staggering figure, knowing this is almost 5 ½ times the size of the Irish economy when put in perspective – and that’s in one year!

But, really, giving is never about the money per se, but *rather the story behind the intent to make a gift*. The act of giving brings immense joy and satisfaction, not just from the immediate impact of the gift but also from watching it grow and make a difference over time. It’s like tending to a garden and nurturing it every step of the way.

We hope you get a sense in this edition of Monarch of the excitement that continues to grow around the new Center for Healthy Living and the Arboretum Villas, along with the unique amenities that will be made possible. What is genuinely heartfelt is to hear the excitement of our amazing staff and volunteers as they imagine the real opportunities made possible throughout all our community by this new beginning at Plymouth Place.

And what about our scholars! Seeing our scholars bloom in their learning as they seek to better themselves and their families is a joy. Many new amenities have been made possible through the generosity of philanthropic donors who seek to make a transformative contribution toward advancing Plymouth Place's mission.

What our founders began all those years ago will forever be remembered on our new history and heritage wall. 79 years ago, they envisioned something from the depths of their hearts. The vision was brought to life with love and kindness and has since been passed down to future generations, keeping the *Spirit of Plymouth Place* alive and moving forward. Just as a garden requires partnerships between different flowers and plants to thrive, Plymouth Place relies on partnerships between donors and their families for its success. Together, they provide the necessary support for continued growth.

Give from your heart to what's close to your heart. If Plymouth Place is dear to you, we would be grateful for the opportunity to have a discussion with you and your loved ones about the potential possibilities to make an impact on our community. I always say, "We walk in the shadows of giants at Plymouth Place and the enduring legacy of so many donors. We give thanks and sail forward in our next journey." **PP**

There are many ways to make a charitable donation to Plymouth Place, including an outright unrestricted cash gift to cover our day-to-day operations. If you wish, you can specifically designate your charitable gift to be applied to any of our many programs and initiatives, such as our:

- Quality of Life Enrichment Music Programs
- Renowned Scholarship Fund
- Spiritual Life Fund to cover the salaries of our two dedicated chaplains
- Reserve Fund for Benevolent support
- Emergency capital needs

To learn more about how you can help us serve our residents, staff, and the wider community, please visit us at www.plymouthplacegiving.org

It would give me no greater honor than to sit with you to hear about your philanthropic interests at Plymouth Place. Please reach out, and let's explore the many options to suit your goals for Charitable Giving at Plymouth Place.

Paddy Homan
(708) 557-6678 | phoman@plymouthplace.org

Sneak Peek: The Plymouth Place History Wall

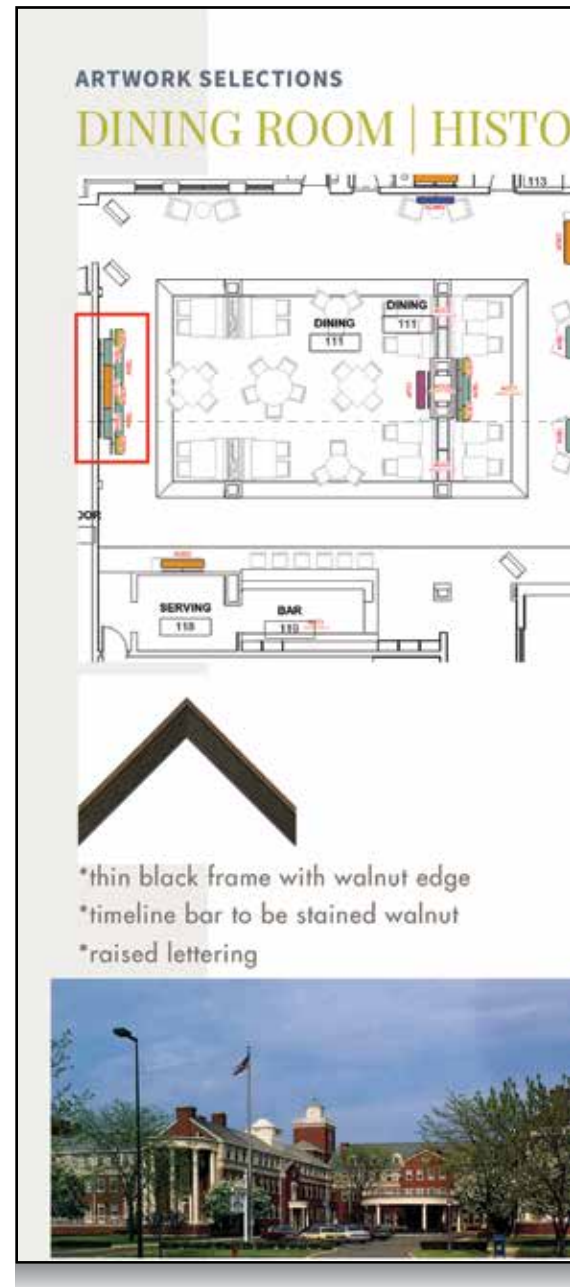
The Plymouth Place History Wall aims to showcase the rich heritage and history of those who have dedicated decades of service to making what Plymouth Place is today. Each face on the History Wall has a unique story waiting to be told, and this heritage display seeks to connect the dots. This new dynamic history wall display will be featured in the hallway connecting The Landing to the new 30 North restaurant, giving viewers a snapshot of the Plymouth Place story, featuring photographs, news clippings, and relics spreading over our 79-year legacy.

As Plymouth Place's story unfolds, the aim is to enhance the design of the wall and extend the timeline as

time progresses. The blueprint on the following pages is preliminary and subject to changes before the final version can be released.

"For generations to come, people will know our unique story and how we got here," said Bev Figge, one of the members of the Residents' Committee for this special project. "I am delighted this History Wall captures the hard work and sacrifices people made to get us where we are today."

Thank you to all who have made the vision of the History Wall a reality! Special thanks to the Heritage Committee members for their hard work on the project: Bev Figge, Mary Forester, Marge Kemper, Lou Lateer, Russ Lundstrom, and Jan McDermed. **PP**



HISTORY WALL IMAGES

New Gift Will Aid Plymouth Place Project

Finley Donates Apartment; Proceeds of Sale to Go to Fund

The nine-apartment building at 315 North La Grange road is being donated to Plymouth Place by Mrs. J. Finley, who is making plans for the sale of the apartments on a cooperative basis.

Proceeds of the sale will go to fund the construction of another large residential unit on the Plymouth Place property at 311 North La Grange road.

The three-story apartment building, with 18 units, was purchased some years ago by Mr. Finley. It is now being sold to fund the construction of another large residential unit on the Plymouth Place property at 311 North La Grange road.

A management committee of 15 same apartment owners will be in charge and will elect such officers as president, treasurer and manager.

The proposed board proceeds from the apartment sales will go towards a fund of some \$100,000 which is being raised for the construction of another 44-unit unit at Plymouth Place east end of the Finley hall wing.

In recognition of the donation of the apartment building to Plymouth Place by Mr. and Mrs. Finley, it has been decided to call the new unit the Mary J. Finley Hall. The latest donation to the fund developing Congregational project will bring the total in gifts from the Finleys to approximately \$125,000, said Mr. Bergquist.

Assets Total \$100,000
Started in November of 1947
Plymouth Place has accumulated some more for 14 and this will mean 17 stories when the next unit is completed. The assets of Plymouth Place have in this short time as of a total of \$100,000.



'Cooking with Gas' at Plymouth Place

The first gas stove in the Plymouth Place building was installed in the kitchen of the first unit. The stove was installed by the Plymouth Place Gas Company. The stove is a gas range and is the first of its kind in the building. The stove is a gas range and is the first of its kind in the building.



Revitalization begins at retirement center

The first phase of the revitalization project at the retirement center is the construction of a new wing. The new wing will be a three-story building and will contain 44 units. The new wing will be a three-story building and will contain 44 units.



Plymouth Place

Plymouth Place is a Congregational Christian home for retired people founded in 1944. It is a home where men and women in their older years can enjoy security, comfort and loving care together with the congenial fellowship of its members.



The first two units of Plymouth Place were twin homes purchased from the Beckley brothers in 1944. Plymouth Place as it looks now is the result of its many renovations. The early gardens of Plymouth Place are shown above.

Plymouth Place to Observe Birthday

Plymouth Place, 315 North La Grange road, is observing its fourth anniversary this month. The highlight of the birthday celebration will be a Silver Tea on September 30 between the hours of 2 and 7 o'clock, to which the public is cordially invited.

Plymouth Place is a home for retired men and women and is sponsored by the Congregational-Christian churches.

Contract Let For Unit to Cost \$177,540

Work to Start at Once on Addition to Plymouth Place

Contracts have been let and work will start in a few days on the third unit for Plymouth Place. The contracts are for \$177,540 and the ground work will be handled by two LaGrange men, Oscar Eriksson and Oscar Bergquist. The Horton Electric Co. has been awarded the contract for wiring and electrical work.

The large addition will be connected with unit No. 2 which is the former William Beckley home, 311 North LaGrange road, more recently used as a nursing home. It will provide 30 residential rooms, 15 of them already assigned and every one will probably be spoken for by the time the building is ready for occupancy. Every room will have bathroom and toilet. All rooms will have cross-ventilation and individual thermostats so the temperature may be regulated to suit the comfort of the occupants. There will be telephone service from each room to the office and an outside line if desired.

Game Room, Assembly Hall
On each floor will be recreation and parlors where residents can get together with their friends. In the basement there will be game rooms for recreation and hobbies. Also an assembly hall for religious services, entertainments and other activities.



(CONTINUED ON PAGE TWO)

"History Wall..." continues on pages 24 & 25

ELEVATION

DINING ROOM | HISTORY WALL

ORIGINAL GROUNDBREAKING SHOVEL



1940s



1950s



1970s



1944

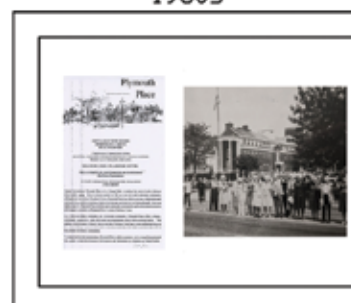
1940s



1960s



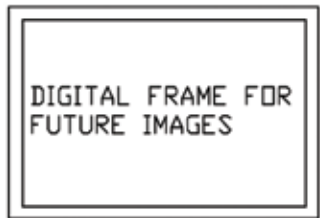
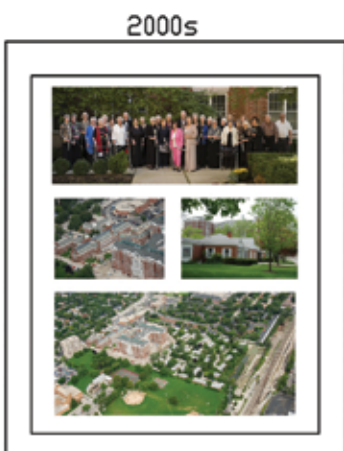
1980s



“

For generations to come, people will know

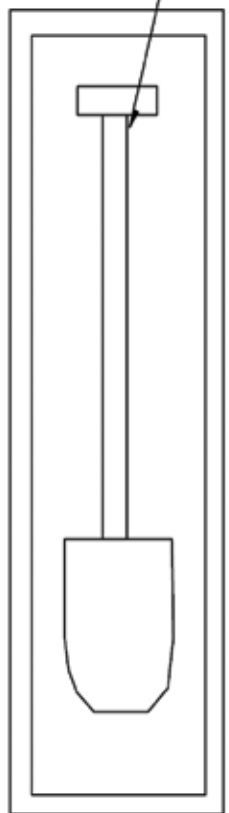
Bev Figge



OUR JOURNEY CONTINUES →



HLC GROUNDBREAKING SHOVEL



... our unique story and how we got here.





INVITATION
ONLY

The Plymouth Place Board of Directors
presents the

2023
Legacy Tea

Sunday, August 13
2 p.m.

A cherished tradition that
celebrates the profound impact
our generous donors have
made on Plymouth Place's
transformation.

For details on how to attend this invitation-
only event, contact the Office of
Philanthropy at (708) 588-6924.





Plymouth Place Mission Statement

Plymouth Place is a retirement community, based on Christian values that honor the individual's right to experience life to the fullest.

Plymouth Place believes in the dignity and worth of each individual and the need to retain one's own personal identity and independence.

Plymouth Place is dedicated to providing a gracious environment on campus for individuals in their retirement years, as well as meeting the needs of the aging community at large.



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For your Gift Planning needs go to
www.plymouthplacegiving.org