

# Community Connection

NOVEMBER 2024

## In This Issue:

SustainAbility | 2

Celebrating Twenty Years of Classic Clothing Sales | 3

President’s Volunteer Service Award & Halo Awards | 4

Halo Awards (continued) | 5

Garden Gab | 6

Long Range Plan Update | 6-7

What Are Attic Angel Residents Doing About Climate Change? | 8

Heads Up & Reminders | 9

Community Happenings | 10-11



Whistle Blower/  
Corporate Compliance

It is everyone’s responsibility to report compliance issues. Issues may be reported to any member of the Management Team or anonymously by calling our 24-hour hotline:

(608) 662-8880

For more information, see section 5 of the Employee Handbook.

## Making Memories Into Something Tangible

By: Kelly Cheramy, Outreach Coordinator

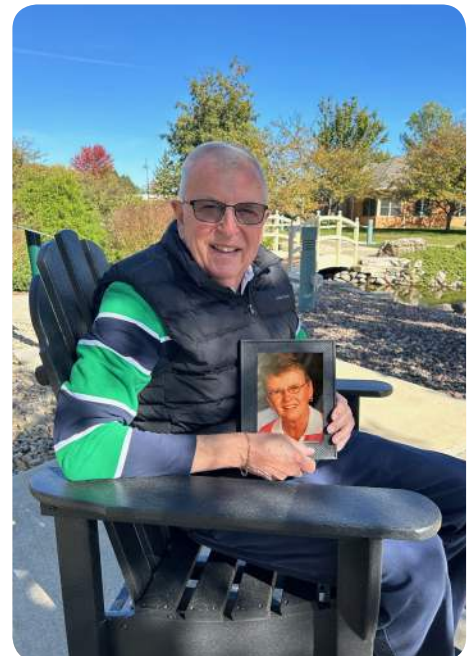
Everyone loves comfort, whether from food, a favorite song or a warm embrace. It also transcends the five senses, sometimes encompassing the emotional and spiritual as well.

Such is the comfort Bob Darula finds in the pair of new gliders facing the pond. The chairs have recently replaced a stiff wooden bench and provide immediate physical comfort to anyone who rests there. But there’s more to the story:

“That was our favorite spot to sit together,” says Bob, who purchased two glider chairs and a table in memory of his wife, Ruth, as a complement to Attic Angel’s new patio furnishings. “These chairs are so comfortable, and they allow people to enjoy the nature and beauty of Attic Angel even more.” He hopes the future will see gifts by others for similar chairs under the pergolas in the front and back side of the campus.

Since their debut, Bob says he seems to have more competition from residents, families, staff members, and Angels wanting to sit there, and that’s just fine by him. In addition to his own good feeling in honoring his wife of 54 years, he takes comfort in seeing the Attic Angel experience evolve for everyone.

But, for Bob, perhaps the greatest comfort comes from knowing that the chairs, in their own way, say “Ruth was here.”



# SustainAbility

By: Janelle Taylor, AAC Housing Manager

---



Imagine this...It's a beautiful, crisp, fall morning. You have just had an average evening of sleep and you wake up feeling groggy. You head to your kitchen or local café in search of the morning mood booster we all know and love. It's coffee time!

Enjoying a cup of coffee is something most people have as part of their daily routine. In fact, coffee is one of the most popular beverages worldwide with around two billion cups consumed every day. Some enjoy a pour from a drip pot, french press, espresso machine, or single serve pods. Regardless of how you prepare and serve your daily dose of coffee, we can all be mindful of sustainable solutions to source and dispose of our coffee.

You might be asking, why go through the trouble? Well, a change as small as this is no trouble at all to us as individuals but collectively not changing has a long standing impact on this big blue marble we call home. Let's break it down. It is estimated that around 18 million tons of coffee grounds end up in landfills each year. Additionally, 56 billion coffee pods and capsules end up in landfills each year, and unfortunately only 5% are recycled properly. It is estimated that it takes approximately 500 years for a single coffee pod or capsule to decompose. In total it is estimated that coffee production generates more than 23 million tons of garbage annually. Let's take a moment to let that seep.

So, what can we do differently? Here are some simple solutions!

If using a drip pot, you can purchase a reusable wire mesh filter to replace your disposable filters. At the very least, you can transition to unbleached disposable filters.

If brewing with a single cup system such as a Keurig, you can use your own grounds and replace the disposable pods with the reusable wire mesh filter. Or you can be sure to properly dispose of your single use pods. In order to properly recycle a single use pod you must remove the foil top, dispose of the grounds, and rinse the pod before placing it in a recycling receptacle.

Overall, the most sustainable way to make coffee is by using a manual brewing method like a French press or pour-over, as it typically uses less energy compared to electric coffee makers, allows for precise brewing of the exact amount you need, and minimizes waste by avoiding single-use pods or excessive coffee brewing; additionally, choosing Fair Trade certified coffee beans for your daily brew.

We can all do our part and stay caffeinated while making a difference. By taking these small steps, you can significantly and positively reduce the impact of your cup of coffee and push the demand for more sustainable products around the world. Try integrating these tasty ideas into your daily routine!

# Celebrating Twenty Years of Classic Clothing Sales

This year's Classic Clothing was Attic Angel's twentieth clothing sale! The Attic Angel Class of 2000 started the sale in 2004. It was held in the Association Building basement for Angels only and with Angel donations limited to five items per Angel. Forty Angels shopped at that sale, raising \$2,500. Leftover clothing went to Fitchburg fire victims and to the Salvation Army.

Fast forward to 2024: This year the Classic Clothing Sale had 359 shoppers (not counting the pre-sale shoppers) and netted \$31,613.40!

Eighty percent of the profits will go to this year's Community Grants program that will support local agencies engaged in collaborative efforts to prevent housing insecurity for families with school-age children.



The ongoing success of the sale every year is due to the donations and hard work of many individuals. The members of the Classic Clothing Committee are grateful to Chauette, Mainstream Boutique, and the Blumenladen Boutique for donating new clothing. Many thanks also go to the residents and Angels who donated clothing, to the Angels who helped with sorting, washing, ironing, organizing and pricing clothing, and to the Angels who worked setting up for the sale and assisted in many ways during the sale. The work of the Jewelry Committee members prior to and during the sale enhanced our sale profits so thanks go to them as well. Thank you to the Attic Angel staff members who helped with many aspects of the sale and to all of those staff members and Attic Angel Association officers who gave up their offices so we could use them for the sale. Finally, thank you to everyone who came and shopped during the pre-sale and the sale. This sale could not be the success that it is every year without all of you!



Many other organizations benefited from the clothing donations we received for the sale including Way Forward, Agrace Thrift Stores, Extended Hands Pantry, St. Vincent de Paul, and Koats for Kids. Thank you again to all of you who helped to make this year's Classic Clothing Sale a success!



# President's Volunteer Service Award

By: Kathleen Roseboom, Executive Assistant

---

The President's Volunteer Service Award (PVSA) is a national program that recognizes the efforts of individuals and groups who have volunteered significant amounts of time to serve their communities. Tara Bauer, Director of Quality Assurance & Risk Management, recently earned the award through the Phi Sigma Pi National Honor Fraternity for completing 114 hours of community service.

"It's truly rewarding to work for an organization like Attic Angel Community that fosters a culture of giving back and promotes volunteerism on so many levels, including with employees," Bauer said. As part of the Attic Angel Leadership Team, she has volunteered at Second Harvest Food Bank and participated in the Attic Angel/Habitat for Humanity Frame-Up day. She also transcribed the letters of Theodore Roosevelt as part of the Library of Congress's By the People program. Her 10-year-old son, Gus, is also into volunteering, helping out with Bingo at Attic Angel Place.



Tara with her Volunteer Service Award

"Volunteering has been incredibly fulfilling, not only because I get to help others but also because it fills my cup in ways I never expected," Bauer says. "I'm so proud to see my son expressing interest in volunteering here at Attic Angel Place. It's a wonderful opportunity for him to learn the importance of giving back while positively impacting our community. He'll also have the chance to connect with and build meaningful bonds with the residents, which can be a truly enriching experience for everyone."

*Attic Angel Community wishes to help enrich the communities that surround both employees' residences and work. Employees are encouraged to become involved in their community and to lend their voluntary support to programs that positively impact the quality of life within this community. All benefit eligible (0.6 FTE 24 hours or higher) employees are allowed up to 8 hours of paid time per calendar year. Volunteer time must be requested in advance and when possible, should be regular and on a set schedule to help with the coordination of other work related responsibilities. All volunteer time must be approved by Human Resources. For additional questions, reach out to Jackie Aguilar at via email or phone at 608.662.8815.*

---

## Halo Awards

---

"Angels" is the name used by members of the Attic Angel Association - the volunteer, fund-raising, and grant-making arm of the Attic Angel Community. The name comes from the two sisters, Elva and Mary Bryant, who, in 1889, served community members in need with donations of clothing and other essentials. They made so many trips up to their attic to look for items to donate that their father dubbed them his "Attic Angels." Thus the name was given to the organization they jump started.

For 135 years, membership in Attic Angel Association has been a lifestyle choice that's marked by heartfelt service to the community. Angels contribute in many ways including:

Continued on page 5

Support and Friendship with Seniors: Angels provide an array of supportive services and companionship with a focus on quality of life for residents living at Attic Angel Place.

Service to the Greater Community: Angels run a robust program of community grants funded through four signature fundraising events. They also provide support for Anana School and Extended Hands Pantry, and provide a continuing education lecture series for seniors.



“Serving as an Attic Angel was like family, and here I am 40 years later, still interested in volunteering and working with Angels!” – Carol Schmid



“When you are an Angel, you receive more than you give. And always remember to stick to your guns and never forget the Angel Touch.” – Caroline Liedtke

Attic Angel Governance: The Attic Angel umbrella covers four corporations. Angels have leadership opportunities to service as board members of these corporations and participate in committees that cover a wide range of mission-oriented programs and initiatives.

Each fall, the Association honors our long-serving Angels with Halo Awards. This years’ honorees include:

**Carol Schmid** – 40 years of active service (Diamond Halo Award)



Gold Halo Award Recipients (left to right): Margo Hansen, Jane Pizer, Mary Ross, Janie Schaefer, and Lois Born

**Nancy Leonovicz, Caroline Liedtke, and June Padgham** – 35 years of active service (Ruby Halo Award)

**Lois Born, Margo Hansen, Jane Pizer, Mary Ross, and Janie Schaefer** – 30 years of active service (Gold Halo Award)

**Judy Ries and Sarellen Schuh** – 25 years of active service (Amethyst Halo Award)

**Becky Braucht, Pat Carroll, and Karen Perzentka** – 20 years of active service (Silver Halo Award)

**Jan Argraves, Kris Bruns, Sue Bush, Lynne Jeffris, Bev Kneebone, Janet Lesgold, Mary Lunde, Jane Peterson, Tricia Smith, Kathy Stockland, Pixie Thomas, Ellen Wickland, and Joyce Wilson** – 15 years of active service (Pearl Halo Award)

Today, Angels are proud to partner with staff and residents in supporting the Association mission to provide aid to elderly and children in Dane county.



“I come to Attic Angel and realize that I’m not the one giving; I’m the one receiving.

An example was when I received my gavel from my class when I became Board Chair. Not only was my name on it but my class put my mother’s name on it too, since she was Board Chair 40 years before.” – Sue Bush, Current AAP Board Chair

# Garden Gab

By: Grace Huddleston, Lead Horticulturist, Attic Angel Grounds Team

The grounds team is celebrating the successful completion of SAWW (Safety and Woods Worker) Level 1 Chainsaw class! Congrats to all three grounds crew for completing the rigorous 8-hour hands-on course at Stewart Lake County Park.

Nora, Grace, and Jim recently attended the Dane County Parks hosted training which was taught by Luke Saunders from Blue Heron Stewardship.



Eleanor “Nora” with the beautiful hinge she cut to fell this tree right on target!

*AAP Grounds Volunteer Opportunity: Are you up to date on today’s news? Do you have a patriotic heart? We are looking for resident(s) or Angels who might be willing to raise and lower our American flag when it is to be flown at half-staff. If interested, please reach out to Grace Huddleston at [Grace.Huddleston@atticangel.org](mailto:Grace.Huddleston@atticangel.org) or at 608-910-2759. Physical Requirements: ability to traverse turf unassisted as well as moderate arm strength and shoulder mobility.*

## Long Range Plan 2024-25 Q2 Update

By: Kathleen Roseboom, Executive Assistant

At Attic Angel Community, we are committed to advancing our mission and ensuring a sustainable future for our organization through six strategic goals:

### **Goal 1:** Expand Donor Stream

The first “Leaving a Legacy Series” has been completed with another series planned for after the first of the year. The team continues to look for ways to share our story of impact beyond our walls and engage potential donors who may not know about Attic Angel.

### **Goal 2:** Explore New Services or Expand Existing Services that Appeal and Provide Value to Seniors

This team has identified many possibilities for services and programs for our own community as well as the broader community including wait list individuals, Angels, and employees. The team is investigating additional dementia training, and looking at the possibility of expanding medical transport and culture art opportunities. Some specific services we are exploring and looking to create a business development plan for include formalized Intergenerational Offerings with area preschools or childcare programs; a Continuing Care at Home membership offering and a marketing brochure, and an external marketing plan for AAMS (Attic Angel Management Services) including consulting.

continued on page 7

**Goal 3: Enhance Volunteerism through Angel Membership Growth and Expanded Support**

This team is looking to define tangible member benefits. They also discussed adding flexibility to our Intern onboarding and discussed welcoming volunteers who may not want to be a member. This has been a very engaged group involved in robust discussions on how to recruit, attract, and retain members (Angels).

**Goal 4: Continued Investment in, and Renovation of, Current Campus and Development of New Campus Amenities**

The Terrace Restaurant conversion is progressing with plans to open for service in October. The group completed a photo journaling project and are looking at under-utilized spaces and how they may be used differently now and in the future. The Master Site Plan team continues to meet.

**Goal 5: Identify Solutions to Current and Future Staffing Challenges**

The new Performance Evaluation tool has been rolled out for use. Seven Attic Angel employees have graduated from our Leadership Academy and mentoring program for employees is continuing. Many other efforts have been done over time and this groups efforts have evolved now into operational tasks and focuses. The group will meet in January to outline all accomplishments and transition to the HR team for continuation on the efforts.

**Goal 6: Update and Maintain a Succession Plan for Key Leadership Positions (Employee and Volunteer)**

Work has been done to create a template and draft a succession plan for leadership positions. A matrix was created to look at our current AAA board skills and experience as a tool to help identify Angels for leadership roles. Discussions continue to find ways to enhance our onboarding and “career” ladder opportunities for staff and Angels.

**Save the Date:**

Please plan to attend the Master Site Plan Presentation on the date/time set for your group. All of these will be held in the AAP Community Room.

**Monday, November 4th**

1-2pm AAP Residents  
2:30-3:30pm AAPP Residents

**Tuesday, November 5th**

1-2pm Angels  
2:30-3:30pm Staff

**Wednesday, November 6th**

2-3pm Angels



*Pictured (left to right): Grace Huddleston (Lead Horticulturist), Allyce Fahrney (AL Life Enrichment Supervisor), Nicole Faust (Wellness Director), Betsy Gerhardt (GG Day Shift Supervisor), Tara Bauer (Director of Quality Assurance & Risk Management), Kendell Wright (HR Director), Kokoe Dogbassey (BR Day Shift Supervisor)*

Attic Angel Leadership Academy was a rigorous six-week training program designed to enhance the leadership and managerial skills of our employees. It equipped them with the tools and knowledge necessary to excel in their roles and drive organizational success.

The program focused on key areas of foundational leadership; effective communication, decision-making, emotional intelligence, time management, strategic planning, coaching and mentoring, and refining individual leadership styles.

# What Are Attic Angel Community Residents Doing About Climate Change?

By: Joan McCarthy, Prairie Point Resident

---

At age 15, in 2018, Greta Thunberg went on strike to protest climate change inaction. She said, “I know so many people who feel hopeless, and they ask me, ‘What should I do?’ And I say : ‘Act. Do something.’” I wondered what Attic Angel Community residents are doing about climate change. My first topic is farming and the food we eat and why that’s important.

I grew up on a farm in southern Minnesota. I learned how to eat locally growing up. All of our food came from the barnyard animals, chickens, wild birds, fish and the garden. During the winter we ate food that was preserved in jars or the freezer. Now I strive to eat foods that are in season and grown locally. We shop for locally produced foods at Willy Street Coop and get fruits and vegetables from the Crossroads Community Farm (a Community Supported Agriculture farm) which delivers a weekly CSA to the AA Association Building. I understand the importance of buying food produced locally because this reduces carbon emissions from the trucks used to deliver food. If you would like to sign up for the CSA that delivers to Attic Angel go to <https://crossroadscommunityfarm.com>

I asked Dr. Dennis Kenney (Prairie Point Resident) to tell me what he thinks about farming today as it relates to climate change. “I grew up on a diverse Iowa farm, got degrees in soil science at Iowa State University and University of Wisconsin, spent 20 years on the tenured faculty at University of Wisconsin Department of Soil Science and 12 years as the founding director of the Leopold Center for Sustainable Agriculture. The climate of the Midwest has changed markedly during my 80+ years in agriculture. And so has the way the soil is treated. Early heavy rains cause soil to erode that cannot be replaced. Summer droughts cut down on nitrogen use efficiency and the remainder is leached into groundwater and streams. High nitrate is a source of several diseases. Iowa has the highest cancer rate in the US and it is increasing. To overcome the effects of climate change, more pesticides are used. Expensive technologies drive the small farms out of existence. Many studies have shown that agriculture is one of the largest single sources of carbon dioxide, but little is done to change the way we farm. Corn is the big culprit, yet we grow more corn so we can have ethanol in our gas tanks, beef and pork on our barbecue grills. The farmer of tomorrow will have a huge challenge to keep up with the changing climate. Until government programs change there is little hope agriculture will do its part in lessening the rate of climate change.”

It isn’t hopeless and even the smallest changes can make a difference. In the last year my husband and I have strived to eat an organically grown plant based diet. We thought we can help by eating more foods that are grown on farms in the Midwest. In turn we hope this could encourage farmers to diversify their crops and use less pesticides.

A plant based and locally sourced diet is just one of many ways to support sustainability initiatives and fight against climate change. So consider this: what practices or routines do you have that support sustainability? Are there small changes you could make in your daily life to reduce waste or emissions? We want to hear about it! Please email a quote to [joanmariemccarthy@gmail.com](mailto:joanmariemccarthy@gmail.com) to share your sustainability efforts or ideas.



# Heads Up & Reminders

To stay up to date on community events, residents may check activity calendars, Uniguest, or contact to their Life Enrichment Coordinator. Staff may check their email or Paycor.

## We look forward to seeing you at the **HOLIDAYS GALORE & MORE SALE**

**Friday, November 1st: 9am – 4pm**

**Saturday, November 2nd: 9am – 1pm**

in the Association building.

Bring a friend and come to shop for holiday gifts, festive decorations, and delicious baked goods.

If you are interested in purchasing peanut brittle or caramels, you can order at the AAP reception desk or via this link: <http://weblink.donorperfect.com/PeanutBrittleandCaramel>

## Continuing Education

### **Nov. 4 - The Ice Age Trail: Its Mission and Resources**

Ice Age Trail Alliance Representatives

### **Nov. 11 - Back to Camp (on Lake Mendota)**

Captain Don Sanford, Author of "On Fourth Lake: A Social History of Lake Mendota"

### **Nov. 18 - Simple Steps to Improve YOUR Longevity**

Brent Berger, Owner & Personal Trainer at the Transformation Center

### **Nov. 25 - No Program - Thanksgiving Break**

## Prairie Point Ladies Luncheon

**Tuesday, November 19, 11:30 a.m.**

North and South, 6604 Mineral Point Rd.

There are four menu items to choose from:  
Smokehouse Turkey Grill on Texas toast, with French fries  
Honey Lemon Shrimp Salad  
Smokey Chicken Salad  
Brisket Tacos with French Fries  
All include a small dish of vanilla ice cream.

Beverages extra. Cost is \$20 per person - includes tax and gratuity. Please specify your choice when making your reservation - by November 14.

Call Nina Browning - 608-824-2028  
Or Sue Buehler - 608-630-7394

## PMG Education Event

Join us for a presentation by Jennifer Jeffress, President of the Oscar Rennebohm Foundation. She has lead Madison Public Library Foundation for 12 years, and as Director of Development & External Affairs, she supported the opening of the Madison Children's Museum in 2010. She also worked in Brooklyn, N.Y., at cultural and educational institutions. Jenni has a B.A. in Art History from the University of Illinois and an M.A. in Education from Tufts University.

**November 7th**

9:30am – Coffee

10:00am – Program

Attic Angel Community Room

Sponsored by the Attic Angel Planned & Major Gifts Committee

Questions? Call 608-662-8901

## Employee Appreciation Events

The turkey scavenger hunt is back! It will be from **Wednesday, November 6<sup>th</sup> – Wednesday, November 13<sup>th</sup>**. We will also have a meal for staff working on Thanksgiving. More details upcoming!

## Waste Reduction Panel

The AAC Sustainability Committee will be hosting a waste reduction panel in the Community Room on **Wednesday, November 13<sup>th</sup> at 3:30PM**. We have invited representatives from Pelletier, GreenBox, and Sustain Dane to share their thoughts and solutions on waste reduction. The panel session will be followed by a Q&A. Join us to learn more about the importance of waste reduction and proper recycling.

## Wellness Update

There will be no Wellness Classes or one-on-ones **Thursday, November 28<sup>th</sup>** and **Friday, November 29<sup>th</sup>**. Enjoy your Thanksgiving!

# Attic Angel Community Happenings



Some Attic Angel residents won awards for their outstanding artwork in our WRAP (Wisconsin's Representatives of Activity Professionals) conference cultural arts contest. They certainly are talented!



Our featured artist for the month was Chris Julson, who shared her beautiful photographs from her travels all over the world. She has visited 70 different countries spanning all 7 continents!



# Attic Angel Community Happenings



Walking for a cause!

We had a beautiful day for the Attic Angel Alzheimer's Walk. Staff, residents, families, and Angels could honor their loved ones with a flower, which were displayed at the start of the walk. Cookies and music by Middleton Jazz were enjoyed by all!

Thursday, October 10th was World Mental Health Day and Attic Angel staff could bring their pets in for the day to participate in some pet therapy. We had dogs, a cat, and a snake!



## Community Connection

Community Connection is a monthly newsletter for Attic Angel Community residents, family/friends, and staff. Published at the start of each month, it is posted on the resident portals and distributed by email to staff. Submissions are due by the 15<sup>th</sup> of each month for the following month's publication.

Submit notices, news, and interesting stories electronically to [NewsletterSubmissions@atticangel.org](mailto:NewsletterSubmissions@atticangel.org)

**Publisher:** Attic Angel Community  
8301 Old Sauk Road, Middleton WI  
53562 • 608.662.8842

[www.AtticAngel.org](http://www.AtticAngel.org)