

Community Connection

MARCH 2025

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AtticAngel.org

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.

Caregiver Postcard Project: Share Your Story

By: Colleen Knudson, VP of Member Services & Life Enrichment

Attic Angel is honored to participate in the **Caregiver Postcard Project**, a community initiative alongside other Madison senior living communities. Led by **Kristin Litzelman, Associate Professor at UW-Madison**, and **Kristin Voss, Founder of the Center for Caregiver Serenity**, this project aims to bring visibility to the often unseen role of caregivers.



What is the Caregiver Postcard Project?

Caregiving takes many forms—whether assisting a spouse, parent, child, neighbor, or friend with health needs. Tasks can range from attending medical appointments to helping with household chores. **One in five Wisconsin adults is a caregiver**, yet their contributions often go unnoticed.

This project provides a **simple, creative way** for caregivers to share their personal experiences—whether joyful, challenging, or filled with gratitude. Participants can submit a **postcard-sized message** using words, poetry, sketches, collages, or even video. **All responses remain anonymous** and will be transformed into a public art display to raise awareness and inspire conversations about caregiving.

Why Participate?

- **Make caregiving visible** – Many people help loved ones daily, yet their work often goes unrecognized.
- **Share your experiences** – Whether a single word, a poem, or an image, your insight matters.
- **Raise awareness** – This project aims to highlight the realities of caregiving and encourage discussions about support and resources.

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How to Get Involved

Contributing is easy! You can fill out a postcard, which will be available for pick up at the AAP reception desk, or submit your thoughts online in any format that feels right for you. Your words and images will become part of a meaningful public art project showcasing the everyday realities of caregiving.

Join the conversation and share your story! Visit go.wisc.edu/caregiver-postcard to learn more and participate.

If you have questions, contact Colleen Knudson at 608-662-8823 or Colleen.Knudson@atticangel.org.

4th Quarter 2024 Long Range Plan Update

By: Allyce Fahrney, Community Experience & Member Support Specialist

Our Long Range Planning teams are continuing to make strides through continued education and action items, each moving forward on their individual team goals. The end of 2024 and the beginning of 2025 have especially seen forward progress among several groups.

Goal 1 – Donor Stream: The team continues to create dialogue and education for donors. In September, the team implemented the Leaving a Legacy Series, which allowed residents the opportunity to participate in educational offerings. Residents who participated in this series received weekly education on topics including estate planning, aging in place resources, spiritual offerings at Attic Angel, and more as a way to keep residents informed about relevant topics.

Goal 2 – Explore New Services: The team has continued to evaluate services and other opportunities to meet the current and future needs of our residents, staff, and Angels, with a special focus on aging in place resources and home health. Subgroups continue to meet to further their education on opportunities for these offerings.

Goal 3 – Enhance Volunteerism: This team has continued to do education to understand the needs for volunteerism now and in the future. At the January meeting, the group revisited the team’s overall objectives and created action items surrounding each objective to continue moving forward. Notably, the team is focusing on tangible benefits for Angels and how we can partner with other volunteer or youth organizations.

Goal 4 – Campus Building and Amenities: This team most recently met to recap the Master Site Plan Presentations offered community-wide. The group has determined that their primary goals have been accomplished, and most items are now at the operational level.

Goal 5 – Staffing Solutions: The Staffing LRP team has created a robust mentoring program for staff and Angels that continues to expand. The first Attic Angel Leadership Academy class graduated in October. HR is continuing to conduct stay interviews with each department. Many of the efforts of this group are now at the operational level.

Goal 6 – Succession Planning: The team is continuing to put together an Angel career ladder and visit job descriptions for roles with turnover each year. In addition, the team is working toward a consistent approach to gauging interest for Angel leadership roles, with a task force group in place to work through some of these items. They are also evaluating Angel onboarding.



Heal, Move, Thrive!

By: Greenfield Rehab Team

Thank you, Attic Angel Place, for welcoming Greenfield Rehab into your vibrant community and family. We have thoroughly enjoyed getting to know everyone at Attic Angel, and we are excited to be the exclusive provider of physical, occupational, and speech therapy services here.

Our team is fully equipped to meet all your therapy needs. We offer convenient in-home therapy services at both Prairie Point and the main campus, as well as therapy sessions in our rehab room located in Gorham Glen. Whether you are recovering from an injury, illness, or a hospital/nursing home stay, we are here to help.

Our goal is to help you maintain your independence at home for as long and as safely as possible. Our therapy team is dedicated to providing you with excellent service. We will verify your insurance benefits before treatment and are in-network with most major insurance providers, including:

- Medicare B
- United Health Care
- Humana
- Anthem Blue Cross
- Cigna
- UMR
- Quartz
- And many more!



If you have any questions, please feel free to stop by to say hello or call us at the number provided below. If your doctor needs to send an order for therapy, our fax number is also listed below.

Contact:

Phone: 608-662-8868

Fax: 888-705-582

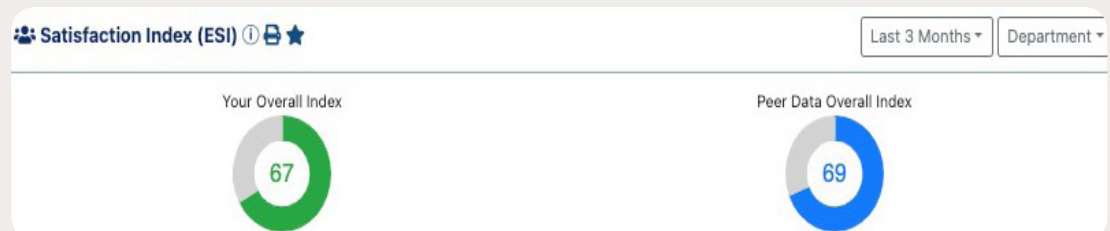
WeCare Connect Data

By: Attic Angel Human Resources Team

The Employee Satisfaction Index (ESI) is an industry-standard metric that measures employee satisfaction with their current roles. It considers overall job satisfaction, how well the job aligns with employee expectations, and how closely it matches the employee's ideal job.

A higher ESI score indicates a more satisfied workforce. While we are currently performing two points below the industry benchmark, any score above 65 is considered a solid result—so well done!

Let's continue working toward improving employee satisfaction and engagement.



Garden Gab

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

Ever wonder why we leave so many plants up throughout the winter? To help the bees, of course! Many native bee species use hollow-stemmed plants as their home over the winter months. You may have seen a bee house before. These homes mimic the natural habitat provided by grasses

and other hollow-stemmed plants. Bees such as carpenter bees, leafcutter bees, mason bees, masked bees, and carder bees can be found nesting in these areas.



Did you know that leaving grasses up can also help our nesting birds? Ground nesting birds such as the dark eyed junco, sedge wrens, tree sparrows, chipping sparrows, field sparrows, meadowlarks, wild turkeys, bobwhite quail, grouse, and prairie chickens benefit from the cover of grasses such as Little Bluestem, Prairie Dropseed, Pennsylvania Sedge, and Side-oats Gramma. Other birds like the house finch, bluebirds, and robins commonly use the loose grass to construct their nests.

Swell Responses to a Cool Survey

Each groovy generation has their own wicked slang to describe something very good. In the last newsletter, you were asked to share what terms you used growing up. The responses we got were far out, as the awesome word cloud below shows. The larger the word, the more popular choice it was, but all the responses were da bomb!



Announcing our 2024-25 Community Grants Recipients!

Attic Angel Association is proud to support nonprofit organizations that make a meaningful impact in our community. Each year, we award community grants as part of our mission to assist seniors and children. In 2024, our focus was on collaborative efforts to prevent housing insecurity for families with children. We are thrilled to announce the seven outstanding organizations that have received grants for their impactful programs addressing this critical need. Please join us in congratulating and thanking these nonprofits for their dedication to supporting children and families in our community!



Briarpatch Youth Services

Briarpatch Youth Services

\$20,000

Runaway and Homeless Youth Program



Goodman Community Center

\$5,525

Emergency Housing Assistance Project



Lighthouse Christian School

\$25,000

Helping Youth and Families at Lighthouse



continued on page 6



RISE Wisconsin

\$25,000

Housing Assistance Funding Supporting RISE Participants



Tenant Resource Center

\$10,000

Collaborative Outreach for Tenant Families in Dane County



UNITED WAY OF DANE COUNTY

United Way of Dane County

\$25,000

Reducing School Mobility Program



WayForward Resources

\$20,000

Housing Stability Program



Thank you for making a difference! If you shopped at one of our sales, donated, golfed in our outing, or sponsored an event—your support helped make these grants possible. We are truly grateful for your generosity! A special thanks to our incredible Angel volunteers, whose dedication and hard work make everything we do possible. Your time and talents help bring our mission to life!

This year, we invite you to join us in our continued mission. Our 2025 annual focus will support nonprofit organizations that collaborate to address food insecurity for families with children and older adults (55+). We would love your support! Join us for our 2025 Signature Events and reach out to learn how you can get involved and help make an impact.

What Do Attic Angel Community Members Think About Their Carbon Footprint?

By: Joan McCarthy and Prairie Point Residents



“Under the Sky, We Make: How to be Human in a Warming World” is a book written by Kimberly Nicholas, Ph.D., and was Published in 2021. This book states that each person is responsible for lowering their carbon footprint if we are going to stop global warming. Scientists have established that global warming is responsible for the catastrophic storms and highly variable weather patterns in the United States and other parts of the world. It is crucial for the environment that each person lowers the amount of carbon that gets in the air from the activities they do each day. I asked Community Awareness Network (C.A.N.)* participants to try Climate Hero, a carbon footprint calculator you can find online. It is crucial for the environment that each person has a carbon footprint lower than 2.5 tons per year to ensure that the global temperature does not rise more than 1.5°C. I received the following comments from some of the C.A.N. members.*

From Ruth: “I think the carbon footprint exercise is interesting and gave me options for reducing mine. That is worth knowing. If someone is not interested in their carbon footprint, they probably won’t do the exercise, but that is unknown unless they have an opportunity to do so. (We) don’t know unless we try. It’s worth trying. Putting an opportunity in front of someone can increase awareness even if they don’t take advantage of it.”

From Dave: “It was interesting to complete the survey, though I’m not sure I completely grasped all the information. Seems to me I was doing better than the survey suggests! One outcome from answering the questions is that we need to discuss this whole issue more with one another, especially as it appears the government is working against efforts to promote wise stewardship. What can we do for the common good as individuals and as a society, and how can we encourage one another? Thanks for bringing this item to our attention!”

From Barb: “Interesting to do the exercise about footprint. Thanks.”

From Lois: “7.8 on Climate Hero.” I thought it might be her air travel, so I asked her to try it again without the travel. She answered “Yes, it was mainly the air travel, as you know, that is probably age-wise coming to an end. Ahhhhhh! It was fun, and I don’t regret any trips!!!”

From Dennis: “We lost points for flying to Boston to see family. I have always wrestled with flying and Carbon footprint. The plane will fly with or without us.”

From Jon: “Our score was 3.3 tons per person. We’ve worked hard to do that. It’s not easy. Obviously, we all have to try harder for our kids’ sake.”

I had hoped that by doing the climate calculator, people would become more aware of the actions that they can take that make a difference. Those actions include composting, eating less meat, buying plug-in cars, using solar panels, buying locally, and not flying as much.

**The Community Awareness Network is an independent group of Attic Angel Community Residents who meet at 11:00am on the first Tuesday of each month to discuss and find ways to make a difference. All Attic Angel Community residents are welcome to join.*

AAP Board Highlights

By: Nancy Olson, AAP Board Secretary and Sue Bush, AAP Board Chair

The AAP Board was introduced to Jessica Smith, the new Life Enrichment Supervisor. She shared some of her background and past experience and said she is enjoying meeting and getting to know the residents, her colleagues, and the Angels. Welcome, Jess!

CFO John Kaiser presented an interesting and informative education session on the proposed 2025-2026 AAP operating and capital budgets. The graphs and charts helped clarify the information, and the budgets were approved as presented.

Michelle Godfrey presented a short Master Site Plan overview and told us that the plan has generally been well received by residents, staff, and Angels. She also provided updates on the progress of all long-range plan goals and the revised campus organizational structure. Finally, she discussed updates on the current CBRF licensure, which is on hold, dining challenges and possible solutions, the new call light system, which will be completed in March, and the Segoe Heights Refresh Project timeline.

Past minutes, financial statements, and reports were voted upon favorably. The Board was adjourned.

AAPP Board Highlights

By: Mary Lou Rashke, AAPP Board Secretary

The AAPP board met on February 13, 2025. President/CEO Michelle Godfrey reviewed the Master Site Plan. Kelly DuBois, VP of Marketing and Donor Development, gave an update on the wait list. The board approved the 2025-2026 Capital and Operating budgets as recommended by the Finance Committee. Michelle Godfrey presented the results of CliftonLarsonAllen's assessment of the Attic Angel Finance department in preparation for hiring a new CFO.

Janelle Taylor gave an update on the solar project and the Sustainability committee. Kristin Petersen reported on the Operations committee, and Michelle Godfrey on the DEI committee. The next AAPP board meeting, potentially held on May 1, will include both old and new directors.



Congrats Human Resources Team!

Nona Aclan, Recruitment Coordinator, recently obtained her Society for Human Resources Management – Certified Professional (SHRM-CP) certification.

Way to go!

Sustainability Committee Column

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

The plant choices in the upcoming improvements and garden packages for Attic Angel Prairie Point represent a small step for horticulturalists but a big step for pollinators! One plant in particular, the Wild Blue Lupine, is an absolute powerhouse supporting several endangered and special concern butterflies. Read [more](#) below in an excerpt from Johnson's Nursery.

“Wild Blue Lupine flowers do not produce nectar-only pollen. Fear not-it is an excellent source of pollen for bees and an extremely valuable larval host plant for several butterflies, including several that are considered endangered and/or threatened. Wild Blue Lupine is a special plant, with the ability to help many pollinators.



The Karner blue butterfly (*Lycaeides melissa*) is a federally endangered species, once prolific from western Wisconsin to the Atlantic seaboard. The habitat of the Karner Blue is very specific and with the widespread destruction of its environment, only small pockets can be found in Wisconsin, Ohio, Michigan, New Hampshire, and New York. These small populations combined with the dwindling numbers of remaining Karner Blue butterflies put these blue beauties at high risk of extinction. Because Karner Blue caterpillars can only feed on the leaves of Wild Blue Lupine, their reproductive success is completely dependent on the plant.

Plant more Wild Blue Lupine! Sometime in spring (varies by location), the first group of caterpillars hatch from eggs laid the previous year, feeding on the leaves of the Wild Blue Lupine. Once the caterpillars pupate and adults emerge, they lay their eggs in June-ish, on or nearby stands of lupine. These eggs hatch, caterpillars feed, pupate, and the second generation of adults emerges in July. It's this second generation that lays the eggs that will not hatch until the following year.

And just when you thought Wild Blue Lupine couldn't be any more amazing, it's also a larval host plant to the Persius Dusky Wing (*Erynnis persius*), a Wisconsin State Special Concern butterfly, and the Frosted Elfin (*Callophyrus irus*), listed as Threatened in Wisconsin. Additionally, Wild Blue Lupine is a larval host to the Wild Indigo Duskywing (*Erynnis baptisiae*), the Orange Sulphur (*Colias eurytheme*), the Clouded Sulphur (*Colias philodice*), and the Painted Lady butterfly (*Vanessa cardui*). More reasons to include this gorgeous perennial in your landscape!

Let's not forget the bees! Rich with pollen, medium-sized bees such as mining, mason, and bumble bees pry open the lower flower petals (the keel) ejecting pollen which then gets brushed onto their legs. Small carpenter and sweat bees, as well as syrphid flies, don't have the size or muscle to pry open the flowers but collect stray pollen from flowers that have already been opened. Interestingly, once a bee has visited the flower, its petals will change color-a visual cue to other bees to move onto an unvisited flower.”

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.

The Community Awareness Network (CAN)

CAN meets next on **Tuesday, March 4th, at 11am** in the Private Dining Room at Attic Angel Place.

"We are a group of Prairie Point and Attic Angel Place residents who examine environmental and social issues affecting our neighborhoods and support practical creative solutions leading to a better quality of life in our communities."

Come check us out on March 4!

Employee Appreciation Events

Friday, March 7th

Employee Appreciation Day

There will be treats and gifts handed out to staff throughout the day!

Monday, March 17th

Wear green for St. Patrick's Day!

Prairie Point Ladies Luncheon

March 18, 2025 at 11:30am

Olive Garden

7017 Mineral Point Road, Madison, WI

Cost: \$20 (cash collected at door)

Cost includes tax & gratuity plus coffee or tea if desired. Other beverages are extra and must be paid for individually.

RSVP by March 6th (cancellations after March 6th and no shows must be paid for)

Hostesses:

Mary Booth (cmab820@gmail.com or 608-217-9818)

Treva Breuch (tcbreuch@gmail.com or cell 608-999-0536 or home 608-203-8172)

Literary Group

Share your life story, write a poem, or dabble in fiction writing. Writings created and shared are typically inspired by a prompt, leading to great conversation with great company at the Literary Group! Join fellow residents on **the second Tuesday of every month in the Private Dining Room at 1:30pm.**

If you have questions, contact Dennis Keeney at 515-450-9003 or drkeeney@gmail.com

2025 Signature Events

Save the date for our upcoming sales & events:

Attic Sale: May 30 & 31

Golf Open: August 25

Fall Clothing Sale: Sept. 26 & 27

Holidays Galore & More Sale: Nov. 14 & 15

Pi Day Is Coming!

Think back to your High School math class, where we all learned that Pi equals 3.14. Well, Pi Day, March 14th, is coming up, and the Prairie Point Social Committee invites you to celebrate that day with a slice of pie!

Come join us in the Terrace Garden Room at Attic Angel Place for pie and coffee on **Friday, March 14th, from 1 to 3 pm.** If you have a favorite pie and want to donate it, please bring it that day. Please mention that when you RSVP to this invitation. We hope to see you there!

Please RSVP before March 7th to:

Audrey Braucher 608-469-6291 acb1016@gmail.com

Marsha Gregg 608-354-2616 mbgregg@tds.net

Continuing Education

March 3rd: "How the Odyssey Project Is Changing Lives"

Emily Auerbach, English Professor, UW Madison, Odyssey Project Alumni

March 10th: "Who Are the Amish"

Mark Loudon, Professor of German Linguistics, UW Madison

March 17th: "The Future of Newspapers"

Paul Fanlund, Publisher of the Capital Times

March 24th: "The League of Women Voters: Empowering Voters and Defending Democracy for 105 Years"

Debra Cronmiller, LWVWI Executive Director

March 31st: "Promoting Gender Equity, Inclusion, Readiness and Safety in the National Guard"

Shannon Hellenbrand, Lieutenant Colonel State Recruitment & Retention Commander, Army National Guard

Attic Angel Community Happenings



Our hearts were full in February as we celebrated both Valentine's Day (above) and American Heart Month (below). Some local schools lovingly made Valentine's cards for our residents too!



Attic Angel Community Happenings



On Thursdays, the Monroe Street Arts Center collaborates with us for their Music Together Generations Program in the Haven. We are so thrilled to have them join us!



The mural is complete! Be sure to take a walk through the lower level hallway at Attic Angel Place and check it out. A big thank you to Kaitie, Kendra, residents, and Angels for all their hard work on this project!

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 15th of each month for the following month's publication. Submit notices, news, and interesting stories electronically to NewsletterSubmissions@atticangel.org

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