

NEWCOURTLAND BULLETIN

Quarterly Newsletter

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Be sure to follow us:



@newcourtland



@newcourtland1

A Note From Our CEO

It's hard to believe that we are now in the 3rd quarter of 2023. This year has been an exciting year for NewCourtland as many initiatives are transpiring. I'd like to share some of the exciting developments we have going on:

Inclusive Housing: NewCourtland is working to create an innovative and inclusive housing community at Henry Avenue in Northwest Philadelphia. The project is one of its kind that will provide access to housing with uncommon value to a diverse tenant base by creating an equitable housing environment. This development will demonstrate how a mixed use, mixed income (including affordable units) inclusive community, with supportive services, will improve quality of life regardless of age. This project will feature a total of 173 units. Of those, 133 will be market rate, with the remaining 40 apartments being affordable. The affordable units will be built without using housing tax credits, so they will be much less expensive than traditional affordable units. There will also be several units set aside for disabled adults that will feature state of the art accommodations. We are working with the following partners:

- o MMPartners to help with leasing the market-rate units
- o LRK Architects
- o Axis Construction
- o Inglis House

Missing Middle Housing: This concept is designed to meet the health and housing needs of individuals through innovative and inclusive home ownership appropriate for Philadelphia neighborhoods. We are teaming with stake holders in the community to identify their needs to demonstrate a model that addresses barriers to home ownership and affordable housing to middle income individuals in neighborhoods of color while promoting diversity. It will encompass an approach to community living that prioritizes multi-unit and clustered housing designs that are compatible within neighborhoods comprised of existing single-family homes.

Caregiving NOW: We have been hosting this initiative in partnership with the University of Penn for the past 2 years. The plan going forward is designed to address the immediate and growing need for action to improve caregiving in the community. The Caregiving NOW goals will improve support for paid and unpaid caregivers by identifying long-term opportunities to enhance programs, services and policies. Be sure to review the ad on page 2 that will highlight the webinars and blogs for each.

All of these initiatives are intended to model solutions that help Philadelphia citizens reestablish and maintain access to housing, healthcare, social and wellness programs. As an organization, we are committed to demonstrating the effectiveness of these innovations.



Joe Duffey,
President & CEO
NewCourtland



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Caregiving NOW...Next Steps

Caregiving NOW is a two-year initiative designed to identify ways to improve the lives of family caregivers nationally and to test promising interventions locally. Caregivers often don't identify as caregivers. They are simply doing what good partners, good children or good humans do. We have been speaking with political representatives, individuals and companies to help showcase real life caregiver scenarios. These findings will be highlighted in purposeful posts and in articles based on relatable themes.

Are you a NC employee who is also caring for a loved one at home and would like to tell us your story? Please contact **Alison Corter, Director of Strategic Initiatives** at acorter1@newcourtland.org or call 215-951-4210.

NewCourtland Center for Transitions and Health

UNIVERSITY of PENNSYLVANIA
SCHOOL of NURSING



Caregiving NOW



Our webinar series has finished, but the work is continuing. Over the next several months, we will be widely disseminating immediate and longer-term opportunities to enhance programs, services, and policies that can improve the lives of caregivers. If you missed any of the Caregiving NOW webinars, we invite you to visit our website to read the blogs or watch each session. Just scan the code or go to <https://www.nursing.upenn.edu/ncth/caregiving/caregiving-now-blog/>

Seeing and Supporting Family Caregivers



- Susan Reinhard
Director, AARP Public Policy Institute



- Heather Young
Professor of Nursing, UC Davis

Teaming Up with Caregivers



- Julian Harris
Chairman and CEO, ConcertoCare

Keeping the Faith with African American Families Living with Dementia



- Fayron Epps
Assistant Professor of Nursing
Emory University

Hope and Possibility for Improving the Caregiving Experience



- Jisella Dolan
Chief Global Advocacy Officer
Home Instead

Investing in the Direct Care Workforce of the Future



- Carol Raphael
Senior Advisor,
Manatt Health Solutions

The Sacred Art of Caregiving



- Rabbi Richard Address
Founder and Director, jewishsacredaging.com



- Reverend Tyrone Pitts
General Secretary Emeritus, Progressive
National Baptist Convention Inc.

How Do We Help Caregivers Who Don't Know They Are Caregivers?



- Alexandra Drane
Co-Founder and CEO, ARCHANGELS

Dollars and Sense: The ABCs of Financial Caregiving



- Surya Kolluri,
Head of TIAA Institute

Smart Home, Smarter Care: Enhancing Caregiving Through Technology



- George Demiris
Penn Integrates Knowledge Professor
University of Pennsylvania



- Ashish Shah
CEO and Co-Founder, Dina

Ethical Dimensions of Caregiving: The Lived Experience of Being a Bioethicist, a Healthcare Clinician and a Caregiver



- Christine Grady
Chief, Department of Bioethics
National Institutes of Health Clinical Center



- Carol Taylor
Professor of Medicine and Nursing
Georgetown University



- Jason Karlawish
Professor of Medicine, Medical Ethics and
Health Policy, Neurology
University of Pennsylvania

From the Margins to the Middle: Centering Caregivers in Policy and Research



- Jennifer Olsen,
CEO, Rosalyn Carter Institute for Caregivers



NC NETWORK

A New NewCourtland.org



Newcourtland.org is getting a fresh new look. The new design will improve functionality and rich content that is focused on our mission. “We are excited about our new website and the robust information it will provide for staff, residents, investors, partners and the media to better understand all the great things happening in the NewCourtland network,”

said Alison Corter, Director of Strategic Initiatives. “We believe that this new site will allow our visitors to have a very informative experience as we continue to grow and increase our presence throughout Philadelphia.”



Are you ready to go with UltiPro?

NewCourtland uses Community Broadcast on the UKG mobile app to deliver company information to employees. With the app, employees will have access to view, change, and make updates to a range of personal information as well as receive important company notifications.

Be sure to stay in the know, just follow these 3 easy steps.

1. Install the App: Go to the Apple App Store or Google Play Store on your mobile device and download UltiPro app.
2. Enter the Company Access Code. (see your company HR Rep. for code)
3. Sign In: Enter your username and password

The power of branding

We are excited to share some of our new marketing materials with you. By having a consistent and strong brand, we will stand out, be recognizable, attract top talent, and create a sense of unity among our employees.



Colleague Circle

ANGELICA SOTO

Housekeeping Supervisor

Angie joined the Housekeeping Department in 2014 as a Housekeeping Aide. Last year she was promoted to a Supervisor in Training position, and in April 2023 she was officially promoted to Housekeeping and Laundry Supervisor. In April, Angie was nominated for the employee of the month! Great Job Angelica!



RONEKA GIBBS

Roneka is utilizing the Education Assistance Program towards earning her MSN which will further her career goal of becoming a Registered Nurse Educator! Best of luck Roneka!

RON MAYO

Ron is taking advantage of the first-time home purchasing program, Home Buy Now, to purchase his first home! Congratulations Ron!



Anniversary Milestones

20 Years

Carmen Vann, CNA
Crystal Moody, CNA

15 Years

Tyshia Wilson, CNA

10 Years

Markeeta Alexander, Concierge
Georges Kablan, Dietary Aide

5 Years

Michael Thomas, Floor Technician
Cinnamon Rogers, CNA
Edward Lowe, ADON
Ron Mayo, Cook
Priya Cavanaugh, RN Supervisor
Aleisha Joyner, CNA
Eugene Strehl, Social Worker
Wilette Woods, RN Supervisor



GERMANTOWN HOME

Welcome to the Team

Please welcome our three newest team members to NewCourtland Germantown Home!



Tony May joined Germantown Home as a member of our Nursing Department and has stepped into Central Supply. We look forward to Tony doing great things for us!



Fred Mouzone joined us as our Maintenance, Housekeeping and Laundry Director and is showing he knows his stuff in both departments and the Safety Committee is excited to have him.



Ashley Kershner is our new Dietitian and a new Grad! We have been waiting for her to join us and are very excited to watch Ashley grow with us in her new career.

Are you interested in becoming a part of an AMAZING team? We are hiring...

Scan the code to see our open positions



Holy Family Students Get Hands-On Experience

“Being at Germantown Home has been such an amazing experience and I could see myself working here in the future.”

In 2022 Germantown Home (GTN Home) partnered with Holy Family University to develop a program that introduces nursing students, in the first rotation of Med-Surg 1 courses, the opportunity to do clinicals with us. To date, 8 classes consisting of 6 to 8 students involved in the traditional and accelerated track classes, have walked GTN Home halls experiencing resident care (adl’s), med pass, meal pass, Memory Care and Therapeutic Recreation during their clinical rotation. This clinical partnership has provided GTN Home the opportunity to offer these students a hands-on experience.

Megan Klose, BSN Clinical Placement Coordinator at Holy Family University, spoke of the potential growth of their nursing program at Germantown Home and we look forward to having them. As September approaches, we are preparing for our next class and gearing up for the Fall. This is an opportunity we want to embrace and grow to the fullest. More to come as we are very proud to be working with a strong and successful group of students!

RESEARCH

What is Community Partnered Research?

Community partnered research actively engages community members and researchers to solve problems with science. It's collaborative approach that equitably includes all parties in the research process, recognizing the strengths of different perspectives. This research approach requires relationships that begin before a project starts and extend well beyond the end of the study. The findings of community partnered research are relevant to all stakeholders and shared in a variety of ways including academic papers and presentations, community conversations, policy change, and modifications to improve or sustain programs.

The level of partnership between community members or organizations and researchers can vary by project. Ideally, community partnered research includes communities in the planning of research, the conduct of the study, the sharing of findings, assistance with the sustainability of interventions, and involvement in follow up projects building on study findings.

Authentic relationships are vital to community partnered research. Successful partnerships extend beyond involvement to include shared decision making and distribution of power across team members. Trust, respect, and equality are vital to the process.

[Housing with Supportive Services is an example of community partnered research in action at NewCourtland.](#) NewCourtland houses 28 Veterans who have experienced homelessness in scattered site units near the St. Bart's community. In addition to housing, participants receive wrap around health and service coordination to promote stability in the community. Resident perspectives are essential to the evolution of the program. NewCourtland works with researchers at the University of Pennsylvania and the Center for Health Equity Research and Promotion (CHERP) at the VA to evaluate this program. The evaluation includes staff from NewCourtland, Veterans,



researchers, and participants of the program.

Prior to submitting the program evaluation plan, a panel of Veterans at the VA called the Veterans Community Advisory

Board reviewed the research project to ensure the study made every effort possible to engage Veterans in ways that promoted autonomy and respect of the Veteran participants. Veteran participants were invited to participate in focus groups to share their experience in the program. Staff who engage in the program were also interviewed to get a holistic assessment of the program. Data is collected using validated scales to assess the health and community engagement of Veteran participants. Data from this study will be used to refine the program and will be shared with community members and other organizations to inform best practices. In addition, Housing with Supportive Services residents have participated in NewCourtland presentations to other organizations describing the program in their own words. Inclusion of participants and staff in the evaluation of the program promotes multifaceted information gathering to improve the services NewCourtland provides.

Community partnered research guides the development and evaluation of NewCourtland programming. As new initiatives are considered, perspectives of the community remain vital to success. NewCourtland's Embedded Research Department works with other researchers, community members, and other organizations to rigorously evaluate programming centering evaluation plans on metrics that matter to all stakeholders.

BUILDING COMMUNITIES



When completed, **The Tower at Henry Ave** will be a vibrant community of seniors, market rate residents, and individuals with disabilities. The building will consist of 40 affordable senior housing apartments and 133 market rate apartments, resulting in a diverse, thriving community. The overall project will be economically sustainable such that income will support the operations and the building will be maintained

to desired standards, and there will be enough cash flow to pay debt obligations and provide a fair return on the equity investment. Based on its success, this project should attract other developers interested in adopting this inclusive housing model throughout the city and surrounding communities, as a means of increasing access to affordable housing. If you'd like to learn more about this project, please contact Alison Corter at acorter1@newcourtland.org.



One of NewCourtland's newest developments will be located at 3030 North 20th Street, on the corner of North 20th Street and Clearfield Avenue. Located close to our Allegheny Campus, the **Apartments at Clearfield** will host a four story, 48-unit affordable senior housing complex. This former industrial site will also offer a 24,700 square foot commercial space in the second phase of development. Future tenants as well as the surrounding community we be able to enjoy these amenities. This is the second project that we have worked on with our partners at Allegheny West Foundation. Construction is due to start in 2024 with anticipation of welcoming residents by the close of 2025.

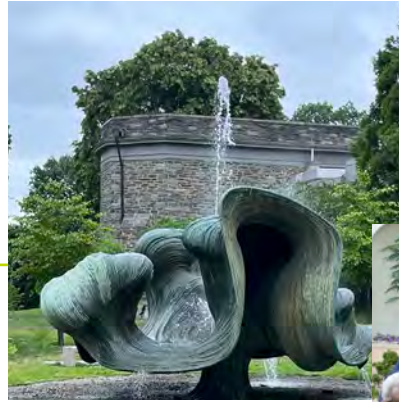


Work is well underway for the second phase of development at our **St. Bart's** campus located at 5364 Jackson Street in the Wissinoming Section of Northeast Philadelphia. This next phase will include 48 newly constructed senior affordable apartments in addition to the fully occupied 42-units that opened in 2018. Construction started earlier this year and is expected to be completed by Spring 2024.

COMMUNITY

Upcoming Events

NewCourtland is recognized for innovative programs that enrich not only those in our care, but also those who care for them. We invite you to attend any upcoming community events!



Check out for detailed weekly classes and events at Avenue of the Arts Senior Center and Allegheny Senior Center on our website. Please visit: <https://www.newcourtland.org/senior-centers/news/>



Now through Friday, September 1, 2023, Germantown Home will be accepting donations of NEW book bags and school supplies which will be donated to local children heading back to school.

Drop off your items at the Germantown Home front desk or the 3rd floor nurses station.

Please ship donations to:
Germantown Home, ATTN: Aisha Moore
6950 Germantown Ave, Philadelphia, PA 19119



If you would like to purchase items through our Amazon Wish List, please scan the QR code or visit (link: <http://bit.ly/3qdDjP3>)