

The Window

Presidents Council

Redstone's Senior Leadership Team and Board of Directors gathered for an annual strategic planning retreat during the first week of February. The group shared 24 hours of engaging brainstorming and conversation about Redstone's future. Representatives from Ziegler, a leading financial firm specializing in senior care and living, presented current trends, opportunities for growth in the industry, and potential threats to stability. They believe that Redstone is well poised to face the future and to consider growth opportunities. A financial analysis confirmed that Redstone has successfully stabilized financial challenges through austerity programs, a reduction in the use of agency employees, a change in dietary contracts, and the rate increases of 2024. The Board also discussed the leadership transition that Redstone will be undergoing over the coming months as John Dickson moves toward his retirement at the end of July and Vicki Loucks moves into the President and CEO position. Although we live in uncertain times, there's much reason to celebrate Redstone's stability and potential for growth over the coming years. Pictured here are Redstone's Board Members and Presidents Council.



DOVE Employee Recognition Program at Redstone

The DOVE Recognition Program seeks to recognize the many wonderful things that employees in the Redstone Family do each and every day while serving our community. Have you witnessed an employee going "above and beyond" while serving our residents, their families, or fellow staff members? Submit their name for DOVE Recognition. You can recognize employees by completing a card located at the DOVE cases at any campus, by scanning the QR code, or visit www.surveymonkey.com/r/RPSDove.

SCAN ME

Daffodil Days Are Back



Celebrating Daffodil Days is about much more than enjoying beautiful flowers; it's about sharing hope for a world free from cancer. Give Daffodils. Give Hope! You can visit the front desk for an order form or visit <https://www.zeffy.com/en-US/ticketing/daffodil-days-redstone-highlands> to make an online order (or scan the QR code). Orders and payment can be mailed directly to:

ACS Staff Katie Ronald
935 Sunset Drive
Greensburg, PA 15601

As per the ACS, orders and donations must be received by **February 18, 2025**. Please make checks payable to American Cancer Society.



Redstone@Home Leadership Transition

When you love what you do, it's hard to imagine retiring, unless you can pass the torch to someone who shares your passion and commitment. Karen Rose and Beth Aungier have these attributes in common as well as a vision for future possibilities. Karen will officially retire from Redstone@Home on March 31, 2025, while Beth becomes the new Executive Director of Home and Community-Based Services starting February 10, 2025. Karen refers to the past decade of her work life as "Camelot". "There is something magical about the Redstone environment where everything is possible," she says. From her beginnings in the Emergency Department at Mercy Hospital to time on medical/surgical floors and oncology units, to executive leadership at the former Family Hospice, Karen has exhibited the empathy and compassion health-caring demands, and found joy, even on the most difficult days. Having worked in both for-profit and not-for-profit settings, Karen fell in love with Redstone as the first Executive Director for the program that launched in 2011 and has been an influential part of the home-based services growth within the Redstone facilities and to Westmoreland County (and beyond)! She was at the helm during the rebranding change from Senior Independence to Redstone@Home in 2017 and saw record-setting census in Home Health and Hospice over the years. Karen has remained committed to the mission of Redstone by faithfully serving the employees and clients. Teamwork and collaboration are essential to success. "Our staff is mobile, so having good information and warm handoffs benefits everyone," Karen explains. Beth concurs. Helping patients, residents and families as well as the organization navigate the complexities of the healthcare system has been her focus since she joined Redstone in 2022 working under the Redstone Management umbrella of the organization as an operational consultant in the Bethlen and Presbyterian SeniorCare management agreement programs. Beth's expanded job description and title reflects the integration of Health Navigation and Skilled Nursing referral coordination into her new role. "Beth will be fabulous," affirms Karen. "She is so organized – which if you look at my desk you can tell that probably isn't my strong suit!" Like Karen, Beth is also a master's level licensed social worker. Founder and CEO of Promise Hospice which she sold a few years before consulting with Redstone, she also founded her own private duty concierge service and previously served as a nursing home administrator. She also created an online training program, "Living Through Dying." And she's the mother of four almost all-grown children. Most important, Beth also shares Karen's strong belief in Redstone's mission. "I have always tried to be the employee that I would want to hire, and to set the bar for how patients and employees should be treated," Beth explained. "I never thought I'd find a place that would meet my expectations – until I came to Redstone! And I couldn't be happier than to follow in Karen's footsteps and continue to build upon her accomplishments." What's next for Karen? "I have a fabulous husband, Dan, who just sold his business, and we have a Shih-poo. I'm looking forward to volunteering at St. Agnes and who knows. We'll just wait and see!"



(Left to Right)
 Beth Aungier & Karen Rose

Employee Spotlight—Darren Penrose

Darren Penrose, Quality Operations Director for Redstone@Home, is taking action in advocacy! In April of 2023, Darren was invited to participate in PHA [Pennsylvania Homecare Association] Advocacy Day. A few short months later in October, Senator Lynda Schlegel Culver had announced that she would be sponsoring Senate Bill 1080, a Bill supporting Licensed Practical Nurses (LPNs) to make death pronouncements in hospice settings across Pennsylvania. Darren says, "This [PHA Advocacy Day] afforded me the opportunity to speak to some of our state representatives about my own personal history as a hospice LPN spanning over 15 years both in PA and Ohio. I was able to explain how the pronouncement of death was within the scope of practice and my personal experience working in hospice in Ohio where I was able to pronounce." During this initiative, Redstone Presbyterian Senior-Care's Geoff Gehring and Darren Penrose completed multiple trips to Harrisburg to meet with legislators, advocating for change. "This Bill resolves an inconsistency between the scope of practice for LPN's and a 1953 Vital Statistics Law in regards to whom could legally pronounce death in the State of PA," says Darren, "All of this benefits the patients we serve by increased consistency of staff, particularly in the final days and hours of a loved one's life." This legislation supports the home-based care industry, guaranteeing timely and compassionate care for patients and their family. Darren says, "The Highlight for me was, and continues to be, the opportunity to be a small part of a much bigger purpose benefiting not only our industry, but the excellent LPN's I work with every day. Advocacy is needed, not just by industry professionals whose job it is to advocate, but by everyone from bedside to office staff." With the continued push and gained traction from supporters, Governor Shapiro signed Senate Bill 1080 into law in late fall of 2024. Geoff Gehring says, "This opportunity would not have been made possible without our partners at the Pennsylvania Homecare Association."



February is American Heart Month!

February is American Heart Month, a time to bring awareness to heart disease and share tips on how to be heart healthy! The American Heart Association shares that maintaining a healthy weight, controlling blood sugar and cholesterol, treating high blood pressure, and getting regular physical exercise are great ways to lower your risk. Check below for a heart healthy snack from the American Heart Association!

Homemade Frozen Yogurt Pops with Peaches Servings: 6

- 1 cup fat-free, plain yogurt
 - 1 tablespoon honey
 - 1 16-ounce package frozen unsweetened peach slices, thawed, divided use
- 1) Put 1½ cups peaches, the yogurt and honey in the bowl of a food processor. Process for about 1 minute, or until the mixture is pureed. (You can also put the ingredients in a large bowl and use an immersion blender to puree.)
 - 2) Transfer the puree to a bowl or large liquid measuring cup with a spout. Chop the remaining peaches into bite-size pieces. Stir into the puree, along with any liquid from the package.
 - 3) Pour the mixture into ice pop molds, filling each one almost to the top. Freeze overnight.
 - 4) At serving time, hold the popsicle molds under warm running water to loosen the ice pops.

Did you know?

Peaches are packed with vitamin C and other antioxidants, which research suggests may help prevent heart disease, stroke and cancer. The fresher and more ripe they are, the more antioxidants they contain!



American Heart Association, 2022

Redstone Goes Trips & Tours

Our **2025** Trips and Tours are now open for booking—hurry before they fill! We provide our travelers with great value, great fun, and great safety as we travel together. Redstone Goes organizes activities, food, and hotels for those traveling with us. We offer one-day trips and overnight stays to exciting locations. New trips have been added to our 2025 travel season! To learn more or to register, visit <https://redstone.org/giving/redstonegoes> or call (724) 832-8401 X 3378.

Trips Scheduled for 2025:

April 4: Dinner & Peter Pan at the Benedum Center

June 3-4: Lancaster & Sight & Sound Theatre

June 16-22: Cope Cod, Martha's Vineyard & Nantucket

August 4-6: Erie & Niagara Falls

September 18-27: Utah & Grand Canyon

October 16: Cuyahoga Scenic Railroad

November 19-22: NYC by Train with Rockettes Show

December 12-14: Christmas in Williamsburg, VA



B	F	C	U	P	I	D	U	O
O	L	T	S	O	P	T	W	S
W	H	Z	A	U	R	X	D	W
E	B	E	N	A	G	P	C	E
V	M	K	E	B	H	R	O	E
O	P	H	T	S	S	I	K	T
L	H	A	R	R	O	W	P	H
B	Q	K	D	O	I	N	W	O
V	A	L	E	N	T	I	N	E

Mark Your Calendar



American Heart Month
Month of February



Galentine's Day
Thursday, February 13, 2025



Valentine's Day
Friday, February 14, 2025



President's Day
Monday, February 17, 2025



Random Acts of Kindness Day
Monday, February 17, 2025



National Caregiver's Day
Friday, February 21, 2025