



April 10, 2020

Dear Beatitudes Strong Team,

There are points in our lives when the gravity of circumstances shifts our routines. It is perhaps critically important, during these moments, to pause, reflect and appreciate the people who surround you. Thank you for all that you have done, are doing and will be doing during these unprecedented circumstances. Especially in times like we are experiencing now, there is a higher probability that fear or the lack of surety are more likely to hijack our wiser instincts. Please continue to dig deep and take care of yourself both mentally and physically.

While not surprised, I am amazed at everyone's ability to adapt each day to rapidly changing information, expanded workloads and shifting schedules. Our belief in each other and support of one another is critical now. Much has been asked of you, and in the coming weeks more will be required of each of us. I have confidence in you and your ability.

During this ever-changing situation that we have been facing, I think our staff has shown their true strength and will continue to show it during these unprecedented times. **I would like to award to each and everyone of you, the Beatitudes Strong Award**, for going the extra mile, for the teamwork you have shown, for your humble display of being a servant leader and serving our residents to the best of your ability. You have earned this award, come up with innovative solutions to uncharted problems, and done it all with grace.

To show our gratitude to you, the Beatitudes Strong Award comes with a monetary award, too: \$500 for full-time team members and \$250 for part-time team members. You have earned this for the service and leadership you have shown in the beginning, during March, when this challenging environment started. We want to give this to you every month for the next three months (April, May, June), as long as we are in these challenging times. We are working on getting this award to you as soon as we can – hopefully by next week.

We are running a marathon at the pace of a fast sprint. The only way to succeed at such a challenge is to run this sprinting marathon as a relay race. We all need to support each other. Relays require teammates to pass the baton to, and for each runner to catch their breath and prepare themselves for the next leg of the race. A runner who is replenishing themselves and preparing for their next sprint is always aware of the race and where their teammates are.

I offer this analogy for a couple of reasons. First, a successful relay team requires constant communication, practice, commitment to each other and the racetrack. This COVID-19 “track” is not well marked and we cannot always anticipate the next turn.

This leads to the second reason I have offered this analogy. This race is not stopping when we end our physical day. Although this race will eventually come to an end, for now we all need to continue to adapt. All of you have already shifted to working different days of the week, some of you are working in different locations, some of you are working different shifts within the day and doing different things. You are all rising to this challenge, and yet this phase of this pandemic will demand even more from us.

The more time we spend practicing risk prevention, infection control, and preparedness in response to COVID-19, the higher the dividend. An ounce of prevention here is truly worth a pound of cure.

You are amazing individuals and even more awesome together. I will be asking more of you and at the same time I will encourage you to take the time that each of you needs. We can accomplish both and have each other’s back, if we run this sprinting marathon as a relay!

These are times like no other. They have been hard, they may get harder still, but we are in this together. Thank you for your service, dedication and love for our mission to those in our campus.

Happy Easter!



Michelle Just, President and CEO

#BeatitudesStrong

