

Cedars

Creative, Productive, Joyous Lives



At Cedars, we show up.....

Cedars staff, board, participants and family members spent the greater part of the Fall collectively trying to identify Cedars culture—our values—so that we were very clear about what we needed to aspire to in order to accomplish our important mission—creative, productive, joyous and healthy lives! Little did we know how much each of those values would come to the fore in dramatic fashion over the past few weeks as we navigate the response to the COVID-19 crisis. I want to share those values with you so that you can fully appreciate what a remarkable organization Cedars has become.

Can-Do. *Cedars is a “Can-Do” organization. Every day there are a myriad of immediate and long-term problems to solve. Cedars staff understand that is the nature of our work and embrace the challenges of working diligently together to solve them in a timely fashion.*

- Our Health and Wellness Department has been leading COVID-19 prevention efforts with extraordinary initiative. They have been proactively and persistently working to keep residents and staff safe while staying current on the needs of the constantly changing situation.

- Finance and Administrative teams work diligently to understand and implement the complicated, amorphous, and ever-changing policies and

implications for state funding and reimbursement, which remain well short of what is needed to meet Cedars high standards of care. Meanwhile the Human Resources Department is working around the clock to ensure our staffing needs are met.

Best Expression. *At the heart of everything we do is a dedication to leading a life as our best expression. Staff and participants build deep connections, prioritize personal growth, and engage in activities so each person can become connected with their true selves.*

- Despite physical distances, day program staff have been employing creative ways to keep participants engaged in their craft and connected with one another. They have been calling regularly, dropping off art and gardening kits, and instructing lessons through video in our new Facebook group. Through the good and the bad, art continues to be an important medium for self-expression.

Happy. *To put it simply, Cedars is successful because staff and participants are happy to be here. We understand that many components contribute to a rich and happy life.*

- Despite the anxiety of these times, happiness has not been hard to find around Cedars - it pops up as a day program instructor posts an April Fool's skit to keep things light, over Zoom video calls as staff get to connect and see each other, and during games and home exercise led by staff. Though residents are sheltering in place, they do so in a safe environment with unconditional love and many ways to spark joy.

Sense of Belonging. *Cedars work is rooted in the belief that everyone should feel valued, understood, and a sense of belonging.*

- Typically, our residents enjoy being out in the community and making friends, but now it is the house managers, relief managers, supervisors and direct support professionals who are reinforcing their own loving and supportive community within each residence. Volunteers are calling to see how they can help out and virtual visits are beginning to happen.

Calling. *Work at Cedars is seen as more than a means to a paycheck. For many, it is their lifework.*

- Each day, Cedars Direct Support Professionals and Residential Managers are showing up to help navigate through these uncertain times. Many Day Program staff have also been helping out at residences. Cedars staff are valuable contributors to our society and their work has a huge impact on participants' well-being.

To see how we bring these values to life at Cedars, [please go to the attached document](#). This is what drive us, motivates us and focuses us. **To put it simply, this is how we show up!**

Additional Updates:

- As of Friday, April 3rd, there have been no identified staff or residents with a confirmed COVID-19 diagnosis or even COVID-like symptoms.

- Day Programs remain closed at least until the Shelter in Place order is rescinded, most likely May 3rd at the earliest.

- Residents are well supported in their homes though we currently are not allowing visits from families, friends or others throughout the organization, in keeping with prevention guidelines.

- Residential staff remain admirably committed, almost all showing up for their regular shifts, while Day Program staff are developing creative ways to remain in touch with residents DAILY, providing resources for projects, emotional support, and a nice connection.

- We remain in regular contact with CDC and the Marin Health and Human Services department to stay up to date with current directives.

- Marin County is fairing relatively well with just 118 confirmed COVID-19 cases out of 1,250 individuals tested and only 16 of them being hospitalized. It is our hope and current expectation that the capacity of Marin hospitals will accommodate needs as they arise.

- Without being able to read the future, staff are aggressively making contingency plans for the most likely range of emerging challenges. Our emergency preparedness team has been ensuring residences have all the resources needed (including extra food) for safety and comfort.

Many of you have asked how you can be supportive during the Shelter in Place. We are indeed incurring additional expenses and identifying ways that family members can help, and planning to launch a COVID-19 Response Fund very soon. We will share more details and ways to help in next week's update. Thank you for your care and continued support.

As always, please contact us with any questions or concerns:

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Sincerely,



Chuck Greene
Executive Director



A photo from just one of the **many** early morning Costco trips taken by Rob and Stacy