

CEO Report – Highlights from July/August 2021

1. Sonja Z. –

- a. We offered 3 months' pay as part of the ending of her employment. We did this in order to still recognize her years of service, but not because we were obligated. Her legal representatives countered, asking for 18 months pay, without acknowledging any of the performance issues. We responded with a full outline of our documentation and case for termination, and stuck to our offer of 3 months. Last week, we were informed that they would not counter anymore and would accept our 3 month offer. In short, this situation is resolved...legally.
- b. We are still dealing with some of the fallout, as residents do not know of the many discussions about performance with Sonja over the past few years. I think the volume level is diminishing, but it will be a long process, still. Some of the comments and remarks have been downright nasty, though, and we're doing our best to stay patient and gracious.
- c. If any board member would like to see some of the communication with Sonja, or the legal discussions over the summer, just let me know. They are confidential, of course, which is why they aren't readily shared, but Board members are entitled to any information you might need to better understand a situation!

2. COVID-19

- a. What a world we live in! Thankfully, COVID has stayed away from Emmanuel Home for a while now. As of now, we have a very high vaccination rate among both staff and residents. There are the occasional tensions among people who have vastly different opinions, but overall things have gone smoothly.
- b. With the recent announcement that AHS is mandating vaccines for staff, including those staff employed by contracted partners (like Emmanuel Home), there is still so much to be determined. To be honest, I'm not sure there's enough out there to make a decision yet, but it will be a hot topic over the next few months. We may need to get together, as a Board, to decide how to proceed on this later this month or early October.

3. West End Project

- a. Financing discussions are summarized in the other documents I uploaded to the portal.
- b. The project is out for tender right now, so we should have a finalized budget price in a couple weeks.
- c. We are still waiting for subdivision approval, so that is the last major domino that needs to fall!
- d. We have been working closely with Gene Dub and the province to ensure that our site is clear of any unmarked burial sites. We've submitted all of the scan results, construction history, and communications with the First Nations groups, and the Historical Resources Office is preparing an updated report. All is going well, and I'm confident we will clear these hurdles!

4. Emmanuel Home

- a. Outside of the West Wing DSL suites that need to be renovated, the building is basically full! This is a huge boost to Emmanuel Home, and we thank the Lord for His provision.