

Goodwin House Staff Meeting Q&A Overview

Mission and Development

Q: What are Goodwin House plans for expansion and what demographics will be served?

A: We plan to expand in our region within a two-hour radius of our current service area. Within the next 15 years, we anticipate adding several additional Life Plan Communities (similar to GHA and GHBC) and smaller communities (possibly Independent and Assisted Living), with expanded Hospice, Home Health and Rehab services to support the new communities. Some of the smaller communities could be middle-market housing to serve seniors who cannot afford a traditional Life Plan Community. Additionally, GHI is participating in PACE (Program for All Inclusive Care for the Elderly) in Alexandria to support low-income seniors.

Q: What is the Stronger Memory Program?

A: [StrongerMemory](#) is an exciting program that has already benefitted the lives of numerous participants. You can learn all about how Rob and his family came up with StrongerMemory by reading the GHI blog [here](#). The curriculum targets the pre-frontal cortex, which assists in memory retrieval. By activating our pre-frontal cortex for 20-30 minutes a day we can improve our focus, memory, and fight against cognitive decline. Through the generosity of Rob's family and Goodwin House, the Stronger Memory packets are available for free online [here](#). Our goal is to provide this program to 100,000 people, which is just 1% of the total population with Mild Cognitive Impairment (MCI) or dementia.

Effects of the Pandemic

Q: How many residents were lost due to COVID-19?

A: We are deeply saddened by the loss of 17 residents due to COVID-19.

Q: Will non-essential workers be able to continue working from home?

A: Human Resources and Management consider tele-commuting on a case-by-case basis. Please see Human Resources to learn more about the telecommuting policy.

Q: Will there be a hybrid tele-commute option or requirement?

A: There are tele-commuting options for some GHI positions. Please see Human Resources to learn more about GHI's Telecommuting Policy.

Employee Benefits

Q: What will the Hero Pay frequency be?

A: Given our high vaccination rates, staff may return to second jobs as long as they agree to follow established protocols. Now that staff may return to second jobs, we plan to discontinue the Hero Differential. This takes nothing away from our appreciation for all the heroic efforts you have put forward in the past year. To give staff time to prepare for this change, the Hero Differential will continue through April 28.

Q: What is the plan for family health benefits and affordability?

A: We will continue to provide a variety of health insurance options so that staff may select a plan that meets their needs. This year we will explore adding additional options, but unfortunately, family coverage, even with assistance and a variety of plans to select from, remains a high cost item.

Q: What schools are covered with tuition assistance and how much?

A: Most accredited colleges, university, and trade programs are covered by GHI's tuition assistance program. The amount of eligibility is based on staff tenure and course of study, and is generally from \$400-\$4,000 per year. Please contact Heba Sikander at hsikander@goodwinhouse.org for more information.

General

Q: How do you get branded Zoom backgrounds?

A: Branded Zoom backgrounds can be downloaded from the Shared Drive: GHI/Brand Management/Zoom Backgrounds.