

ENDURING COMMUNITY VALUES

Otterbein Granville
Residents Association



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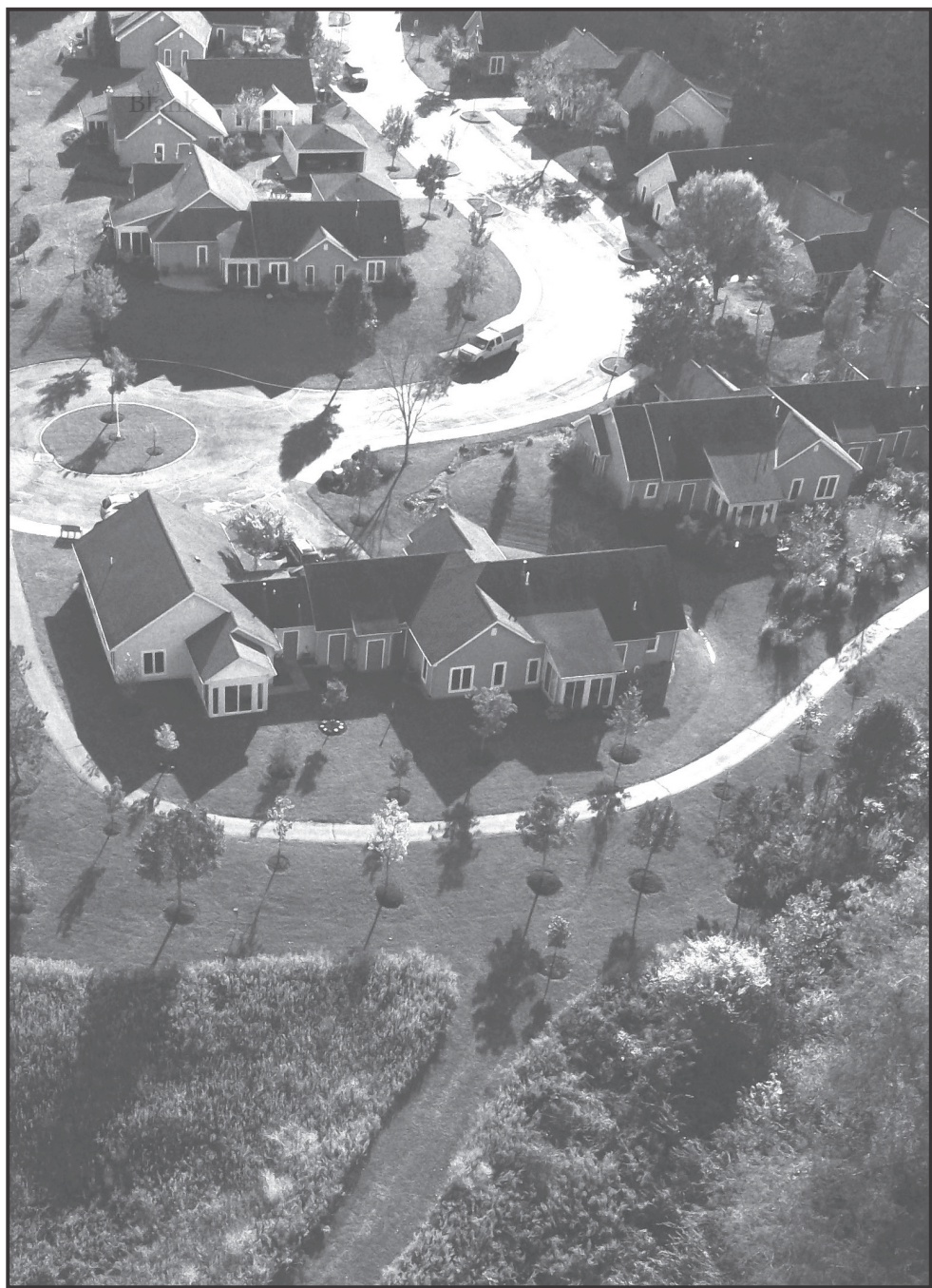
Images:
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Otterbein Granville Marketing Department:
pages 13, 16
Lew Stamp: pages 4, 12, 23
Christie Vargo: pages 6, 10, 15, back cover

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The Otterbein Granville Residents Association extends a special thanks to all the residents listed above for their specific contributions to our Values Booklet. We also want to acknowledge Resident Archivist Joe Gross. We are grateful for the continuing encourage and support of Doug Helman, Otterbein Granville's Executive Director, and our Marketing Department.

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INTRODUCTION

The creation and adoption of “Enduring Community Values” grew out of resident appreciation for how these values have nourished our lives in profound ways ever since we first opened our doors as Kendal at Granville in 2005. “Enduring Community Values” also embodied the abiding hope of the 2021 residents that these values would continue to help our community flourish as we moved into our new future with Otterbein SeniorLife.

During our first sixteen years, our values were described in Kendal Corporation’s “Values and Practices,” a copyrighted booklet that had been distributed to all community members. In 2021, our community began the process of changing its affiliation from Kendal Corporation to Otterbein SeniorLife, a transition that was finalized on December 2. In preparation for this transition, the Residents Association Council created a five-resident committee to write an original document that would provide our own distinctive description of the values and practices that had been shaping our relationships in such meaningful ways. This process resulted in “Enduring Community Values,” the document contained in this booklet.

The Council of the Residents Association adopted “Enduring Community Values” by consensus on November 9, 2021. The entire Residents Association adopted this statement by consensus in its November 18th meeting. During the first half of 2022, “Enduring Community Values” was officially endorsed by both the newly-formed Otterbein Granville Board of Trustees and The Board of Trustees of the Otterbein SeniorLife Corporation.



ENDURING COMMUNITY VALUES

At this moment of transition in our community, we, the Otterbein Granville residents, affirm and celebrate the value-centered culture that has been so instrumental in guiding our day-to-day lives. The values articulated here derive from our founding principles and historical practices.

We honor the inherent dignity of every resident and staff member.

We collaborate with staff to create and sustain a friendly, supportive, and vital community that enhances the quality of life and the holistic growth of residents, while also promoting advantageous experiences for all who work here.

We celebrate diversity for the way it enriches our life together and we work to expand it.

We are committed to developing new pathways for experiencing aging and to freeing both residents and staff from harmful mindsets that have been associated with institutional care.

AFFIRMATION

We strive to create an environment that fosters resident initiative and leadership while respecting individual choices about level of participation.

We embrace a participatory system of governance that seeks consensus through dialogue, collaboration, and transparency.



We value life-long learning and opportunities for continued personal growth.

We strive to act with generosity and kindness both within and beyond the Otterbein Granville community.

We value environmental sustainability and seek to minimize our environmental impact and carbon footprint both individually and as a community.

We support compassionate, comprehensive, and high-quality care that addresses each resident's distinctive medical needs as it promotes independence and respects self-determination.

PRACTICES DERIVING FROM OUR ENDURING COMMUNITY VALUES

Honoring Inherent Dignity

Our community affirms the equal value of all its members. We strive for interactions with other residents and staff that are characterized by mutual respect, acceptance, and kindness. Valuing all persons equally and treating them equitably helps our community promote peace by reducing violence in all its forms—physical, verbal, and emotional.

Building a Friendly, Supportive, and Vital Community

Our community embraces teamwork and seeks to benefit all who live and work here. We collaborate with staff to promote holistic growth and to help individuals compensate for limitations and challenges in ways that uphold dignity and self-respect. We value the open communications that enable staff and residents to discuss problems, suggestions, and concerns in courteous and fruitful ways. Employee appreciation and assistance funds provide one avenue for thanking our dedicated staff.

COMMUNITY

DIVERSITY



Celebrating Diversity

We warmly welcome residents and staff from all backgrounds. This includes persons identifying with any ethnic or racial grouping, people embracing secular world views or differing religious traditions, those who identify as members of the LGBTQ+ community, and individuals holding various political perspectives. In celebrating and enlarging diversity, we seek to establish an environment in which residents can enjoy learning about the lives of others and interacting with ways and ideas that differ from their own deeply held values and beliefs.

NEW

PATHWAYS

Developing New Pathways for Experiencing Aging

Our community focuses on opportunities for growth that exist in the later stages of life; it helps residents respond to new challenges without losing self-esteem or autonomy. We welcome occasions to collaborate with staff to enhance the capabilities, independence, and social well-being of all who live here.

Fostering Resident Initiative And Leadership

Independent living residents generate their own programs, social events, interest groups, and excursions. We direct our library, woodworking shop, gallery, and various art studios. We appreciate the supportive environment that enables our endeavors to thrive, and we cherish the flexibility that allows individuals to cultivate distinctive skills and interests.

PARTICIPATION



Embracing Participatory Governance

Participatory governance exists throughout all levels of our communal structure.

We are thankful that residents serve on the Board and on various influential committees. Respectful listening, collaborative dialogues, and commitments to transparency propel us along our quest for consensus. We collaborate with the administration to build a sound financial foundation and to take individual responsibility in our actions to promote our community's financial well-being. Our tradition of beginning each meeting with a moment of silence helps participants prepare for upcoming deliberations.

Promoting Life-Long Learning

Learning is central to our culture and is always evolving with the interests and talents of both new and current residents. Learning takes place through organized resident-led activities such as lectures, book clubs, diversity discussions, bocce ball, arts classes and



presentations, gallery exhibits, our Artist-in-Residence Program, and off-site excursions to concerts and other cultural/educational events, to name a few. Staff-led activities educate us about wellness and fitness. Affiliation with Denison University adds depth, breadth, and scope to our pursuits. Whether formal or informal through conversations and interactions, life-long learning is evident in every aspect of our lives.

GENEROSITY

Acting with Generosity and Kindness

Residents place high value on generosity and kindness and act upon these principles through their donation of time, talent, and treasure.

Their contributions include establishing a clay studio, donating and bringing a grand piano back to life, building the Caring Friends Fund, providing emergency assistance to employees, and celebrating the stellar service of the staff through the Employee Appreciation Fund.

Residents' woodworking projects and artwork add to the beauty and function of the campus. Community members enrich their individual residences with gardens and patios. Residents have funded numerous capital improvements, such as constructing the Amelia Room, renovating the Pub, creating the putting green, and installing our traffic light. Our Resident Association collects gifts to support local organizations such as Operation Feed and Families Helping Families. Many residents individually support the greater Granville community and beyond with volunteer hours and charitable contributions. Kindness permeates the community as members consciously treat one another with respect and generosity.

Embracing Environmental Stewardship

We are thrilled to live in a Level 1 Accredited Arboretum. From planting trees and native plants, and installing rain gardens and bioswales to fostering the reproductive success of native birds as well as land and pond management, residents help nurture, manage, and sustain the natural areas of our campus. We practice *reduce*, *reuse*, and *recycle* at individual and institutional levels. As a community, our efforts to lower reliance on fossil fuel range from a geothermal HVAC system in the health center to plans for electric vehicle charging stations, always with an eye to best practices and the most effective and cost-saving technologies.



STEWARDSHIP

COMPASSION



Compassionate Medical Care

We treasure our holistic approach that promotes wellness, respects autonomy, protects dignity, and enhances and extends independence. Our tradition of care eschews the use of physical and chemical restraints. We appreciate that specific preferences and particular needs are included in individualized treatment plans which patients or their representatives help design.

OTTERBEIN GRANVILLE'S ENDURING VALUE COMMITMENTS: THE STORY OF OUR BEGINNINGS

by Reed Browning

In light of our community's new affiliation with Otterbein Granville, the time seems appropriate to remind ourselves of the origins of our senior living community here in Granville and of the role that the affirmation of our values played in that founding.

We like to say that Kendal at Granville began with a dream. That story is true. The four initial dreamers, and hence our four "founders" of the Kendal at Granville community, were two local couples, Dave and Dee Richards and Jack and Jane Heller. They were born in Ohio and attended Denison University. Trained as a scientist, Dave went on to work for Owens-Corning and rose to be an administrator of scientific research at the Granville facility. Jack chose a career in insurance, ultimately becoming President of Republic Franklin Insurance, and Jane became a prominent painter in central Ohio. Both couples were avid bicyclists, setting time aside for taking recreational biking trips around the state and beyond. While Jack loved fishing and hunting, Jane enjoyed working in art galleries and even founded one in Licking County. Dave's chief hobby was woodcraft, and Dee's was weaving and quilting.

Retirement suited them just fine. But even while they were enjoying good health, they were also looking ahead. Dave knew that a number of his relatives had been pleased to have spent portions of their later lives in senior living communities. That was the background to the trip the four friends made in 1996 to visit Dave's sister at the Kendal community at Oberlin. On their return drive to Granville one of them said: "Wouldn't this be a good idea for Granville and Denison?" And they realized that they had a new mission.

So what was it in this visit to Kendal at Oberlin that had struck them so powerfully? First, they had seen a model of a retirement community that was committed to the principle that aging offered an opportunity for post-career growth; that recognized that the residents themselves should be central to the choice and creation of such opportunities; and that promised continuing support for the hopes and ambitions of residents even as health concerns might emerge to hamper their ability to participate.

Second, they had seen a senior community that addressed the financial concerns of seniors by promising that, if health challenges should oblige residents to need more services, they would not face sudden and steep increases in the cost of retaining their residency. Third, and undergirding the previous two points, they had seen a senior community that manifestly took its proclaimed values and commitments seriously.

This point about values is important, for the vision of senior living that the Kendal Corporation and the various Kendal communities affirmed was and is explicitly grounded in Quaker principles.

Among these explicit public principles are: promotion of equality; respect for differences; recognition of the dignity of all people.

Among the general values that explicitly follow from these principles are: inclusion; seeking out of diversity; nondiscrimination on the basis of race, color, religion, national origin, gender, age, handicap, or sexual orientation.

Among senior-living values that explicitly follow from these principles are: belief that all people have strengths that can be nurtured; respect for the dignity of each individual; involvement of residents in decisions about their own lives; creation of a participative social environment; involvement of employees in broad areas of decision making.

When the Hellers and Richards arrived home from Oberlin, they took the first step toward realizing their plan by inviting a number of their Granville friends to discuss joining together in an effort to create such a senior living community in Granville. The idea met an enthusiastic response. The group did not confine its explorations to the Kendal model, but they did not need much time to conclude that the Kendal values and practices seemed the

ones most congruent with the group's ambitions. So, still in 1996, they invited the Kendal Corporation to provide guidance in transforming the dream into a new senior residential community in Granville. The initial development fund of \$2,000,000 in loans was provided by Park National Bank, Denison University, and five individuals.

In 1998 the Kendal at Granville board was created. The first two officers were Dave Richards as President and Jack Heller as Treasurer. These two became the local leaders in the successful effort to meet the terms of Kendal Corporation's check-list of pre-groundbreaking requirements, among which were: securing further funding and support from local institutions; getting proper zoning approvals from Granville officials; lining up commitments from enough would-be residents to assure 70% occupancy when Kendal at Granville opened; and of course acquiring a tract of land suitable for creating a campus expansive enough to highlight the Ohio woodlands.

The last point led to the one major bump in the road in the multiyear process – and provided the clearest public demonstration during this process of Kendal's commitment to honoring values. The site-location search had been one of the board's earliest tasks. Attention settled on a large property north of town on Burg Street, and plans to purchase the land moved ahead even in the face of some opposition from neighbors of the property. The

contention was public, with letters pro and con appearing in the *Advocate* and the *Sentinel*. One proponent of the purchase drew attention to Kendal's value commitment to "integrity, simplicity, equality, and peace." Another supporter applauded Kendal's commitment to "building a broad-based community." Nevertheless, opposition to the Burg Street site did not recede and so, though no obvious alternative property was yet in view, the Kendal board declared in the summer of 2000 that it would heed the uneasiness of parts of the Granville community and end its effort to purchase the Burg Street tract. The aspiring senior community did not want its ambitions to stir up rancor in the town it proposed to settle in.

The story has a happy ending, of course, for within six months Denison University agreed to an arrangement that allowed Kendal at Granville, through purchase and lease, to secure access to the so-called Middleton tract, the land that our community now sits on. Since the 70% target had been met as early as 1999, this access allowed the project to move ahead. On November 11, 2003, ground was broken and in the following year various people with still-familiar names joined the project as officers: Doug Helman, Jennifer Bobak, and Jennifer Weekly. The first move-ins occurred in April of 2005. And by the fall of 2005 an elected Residents Association was up and running. The dream triggered by a visit to Oberlin in 1996 had at last been realized.

A search through the letters, clippings, minutes, and other items in the Residents Association Archives

makes it clear that many other people, unmentioned in this sketch, played important roles in getting the Granville community launched. Residents of the village of Granville who became boosters and recruiters. People sent out by Kendal Corporation to encourage and help the planners work through problems. Officials at local institutions, without whose support neither the necessary funding nor the necessary land could have been secured. Members of the marketing team who labored so hard and well on behalf of the project. And of course the “settlers” themselves – the friends of the project who pulled up stakes to become the initial contingent to move into Kendal at Granville between the spring of 2005 and the summer of 2006. All of these people were familiar with, and in some degree attracted by, Kendal’s commitment to Quaker values.

But from among these dozens of settlers there are four individuals – Jack and Jane Heller and Dave and Dee Richards – who stand out as the “founders.” They had the initial vision of bringing a responsible and value-honoring senior community to Granville. Then they had the energy to launch the project, the commitment to lead it, the perseverance to push ahead through the darker moments, the flexibility to adjust to shifting circumstances, and the good cheer to keep the enthusiasms of others alive in the bleaker moments. Throughout the whole gestation process they and those who joined with them became the early

exemplars of behaviors that value-driven communities promote: openness, reliance on discussion, and serving as good neighbors to their wider community. These values have defined our ways ever since. 🌱



[A NOTE ON SOURCES: This sketch draws heavily on materials available in the Otterbein Granville Archives, including boxes containing the Heller-Richards correspondence, news clippings, and minutes of meetings. Statements made in this sketch about Kendal values conform to the contents of documents in the Archive and especially to a statement published by Kendal Corporation and titled “Quaker Values and Service to Older People.” Those who would like to consult the archives in order to learn more about the founding of our community should speak with the Otterbein Granville Resident Association Archivist.]

MOUND AND TOWER

AN OTTERBEIN GRANVILLE ANTHEM

Here at Granville friendships prosper,
here there's space for lives to flower.
Here we live between two ages,
symbolized by mound and tower.

Ancient mound prompts savored
memories,
milestones from a treasured past.
Stately tower, all inviting,
points ahead to prospects vast.

So together we assemble,
proud to shape our destiny,
thankful for our Otterbein home,
embraced by our community.

Reed Browning, composer

Mound and Tower

An Otterbein Granville Anthem

Voice

Here at Gran - ville friend-ships pros-per, here there's space for
 An-cient mound prompts sa-vored mem'ries, mile-stones from a
 So to - ge - ther we as-sem-ble, proud to shape our

Piano

6

Voice

lives to__ flower. Here we live__ be - tween two a - ges, sym-bol - ized by__
 trea-sured past. State-ly tow - er, all in - vi - ting, points a - head to__
 de - sti - ny, thank-ful for__ our Ot-ter-bein home, em - braced by our com -

Pno.

10

Voice

mound and tower.
 pros-pects vast.
 mun - ni - ty.

Pno.



